

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## 3M Company

**Meeting Date:** 05/08/2018

**Country:** USA

**Primary Security ID:** 88579Y101

**Record Date:** 03/13/2018

**Meeting Type:** Annual

**Primary CUSIP:** 88579Y101

**Shares Voted:** 316

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

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## 3M Company

Proposal Number	Proposal Text	Vote Instruction
5	Consider Pay Disparity Between Executives and Other Employees  <i>Voter Rationale: This shareholder proposal requests that the Board's Compensation Committee take into account the pay level disparity between executives and non-executives of the firm. The proponent, The United Steel Workers Union believes that there is a connection between CEO pay and the morale and productivity of the rank and file employees. The Board contends that it already has a robust compensation program in place that aligns the executive compensation with the interests of the Company and its shareholders. It is the Board's belief that the execution of this proposal would be expensive and time-consuming, given the vast number of Company employees, different pay structures and different costs of living. The Company has included its current pay ratio disclosure level in its proxy statement. This request by this proponent would help shareholders to evaluate the risks the Company could be exposed to through wage disparity. A vote is cast in favor of the proposal.</i>	For

## A. O. Smith Corporation

Meeting Date: 04/09/2018

Country: USA

Primary Security ID: 831865209

Record Date: 02/20/2018

Meeting Type: Annual

Primary CUSIP: 831865209

Shares Voted: 88

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director William P. Greubel  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	For
1.2	Elect Director Ilham Kadri	For
1.3	Elect Director Idelle K. Wolf	For
1.4	Elect Director Gene C. Wulf	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify 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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Institution Account(s): AFL-CIO Reserve Fund

## Abbott Laboratories

Meeting Date: 04/27/2018

Country: USA

Primary Security ID: 002824100

Record Date: 02/28/2018

Meeting Type: Annual

Primary CUSIP: 002824100

Shares Voted: 1,052

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert J. Alpern	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 Roxanne S. Austin	For
1.3	Elect Director Sally E. Blount	For
1.4	Elect Director Edward M. Liddy	For
1.5	Elect Director Nancy McKinstry	For
1.6	Elect Director Phebe N. Novakovic	For
1.7	Elect Director William A. Osborn	For
1.8	Elect Director Samuel C. Scott, III	For
1.9	Elect Director Daniel J. Starks	For
1.10	Elect Director John G. Stratton	For
1.11	Elect Director Glenn F. Tilton	For
1.12	Elect Director Miles D. White	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	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>	

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Institution Account(s): AFL-CIO Reserve Fund

## AbbVie Inc.

**Meeting Date:** 05/04/2018

**Country:** USA

**Primary Security ID:** 00287Y109

**Record Date:** 03/07/2018

**Meeting Type:** Annual

**Primary CUSIP:** 00287Y109

**Shares Voted:** 839

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Roxanne S. Austin <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Richard A. Gonzalez	For
1.3	Elect Director Rebecca B. Roberts	For
1.4	Elect Director Glenn F. Tilton	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Declassify the Board of Directors <i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	For
6	Eliminate Supermajority Vote Requirement to Amend Bylaws <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
7	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For

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Institution Account(s): AFL-CIO Reserve Fund

### AbbVie Inc.

Proposal Number	Proposal Text	Vote Instruction
8	Require Independent Board Chairman  <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
9	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation  <i>Voter Rationale: This shareholder proposal asks the board to provide an annual report on the extent to which risks related to public concern over drug pricing are included into the company's executive incentive compensation plans. The proponent cites a Credit Suisse report that U.S. drug price rises contributed to 100% of industry EPS growth in 2016 and the company had the greatest risk of pricing pressures among major pharmaceuticals. The company's proxy statement does not specifically address how financial metrics may be impacted by drug pricing or may affect decisions relating to drug pricing. Therefore, a vote is cast in favor of the proposal.</i>	For

### ABIOMED, Inc.

**Meeting Date:** 08/08/2018      **Country:** USA      **Primary Security ID:** 003654100  
**Record Date:** 06/11/2018      **Meeting Type:** Annual

**Primary CUSIP:** 003654100

**Shares Voted:** 22

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Eric A. Rose  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of 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>	Withhold
1.2	Elect Director Jeannine M. Rivet	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	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 13.28% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against

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Institution Account(s): AFL-CIO Reserve Fund

### ABIOMED, Inc.

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

### Accenture plc

**Meeting Date:** 02/07/2018      **Country:** Ireland      **Primary Security ID:** G1151C101  
**Record Date:** 12/11/2017      **Meeting Type:** Annual

**Primary CUSIP:** G1151C101

**Shares Voted:** 372

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jaime Ardila	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not such a majority. Therefore, a vote is cast in favor of all independent outsiders and against all insiders.</i>		
1b	Elect Director Charles H. Giancarlo	Against
1c	Elect Director Herbert Hainer	Against
1d	Elect Director Marjorie Magner	For
1e	Elect Director Nancy McKinstry	Against
1f	Elect Director Pierre Nanterme	Against
1g	Elect Director Gilles C. Pelisson	Against
1h	Elect Director Paula A. Price	Against
1i	Elect Director Arun Sarin	For
1j	Elect Director Frank K. Tang	For
1k	Elect Director Tracey T. Travis	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>		

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Institution Account(s): AFL-CIO Reserve Fund

## Accenture plc

Proposal Number	Proposal Text	Vote Instruction
3	Amend Omnibus Stock Plan  <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 7.75% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
5	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights  <i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved are not excessive. A vote is cast in favor.</i>	For
6	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights  <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	For
7	Determine the Price Range at which Accenture Plc can Re-issue Shares that it Acquires as Treasury Stock  <i>Voter Rationale: This proposal seeks approval to set a price range for the re-issuance of treasury shares. The proposed price range is aligned with the market standard. Therefore, a vote is cast in favor of the proposal.</i>	For
8	Approve Merger Agreement  <i>Voter Rationale: This proposal seeks approval for an internal restructuring in order to simplify the Company's organizational structure. Therefore, a vote is cast in favor of the proposal.</i>	For
9	Amend Articles of Association to No Longer Require Shareholder Approval of Certain Internal Transactions  <i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>	For

## Activision Blizzard, Inc.

Meeting Date: 06/26/2018

Country: USA

Primary Security ID: 00507V109

Record Date: 04/27/2018

Meeting Type: Annual

Primary CUSIP: 00507V109

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Activision Blizzard, Inc.

Shares Voted: 400

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Reveta Bowers	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 Robert Corti	For
1.3	Elect Director Hendrik Hartong, III	For
1.4	Elect Director Brian Kelly	For
1.5	Elect Director Robert A. Kotick	For
1.6	Elect Director Barry Meyer	For
1.7	Elect Director Robert Morgado	For
1.8	Elect Director Peter Nolan	For
1.9	Elect Director Casey Wasserman	For
1.10	Elect Director Elaine Wynn	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	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

## Acuity Brands, Inc.

Meeting Date: 01/05/2018

Country: USA

Primary Security ID: 00508Y102

Record Date: 11/15/2017

Meeting Type: Annual

Primary CUSIP: 00508Y102

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Acuity Brands, Inc.

Shares Voted: 25

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Peter C. Browning <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 G. Douglas Dillard, Jr.	For
1c	Elect Director Ray M. Robinson	For
1d	Elect Director Norman H. Wesley	For
1e	Elect Director Mary A. Winston	For
2	Ratify EY as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 5.66% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
6	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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Institution Account(s): AFL-CIO Reserve Fund

### Acuity Brands, Inc.

Proposal Number	Proposal Text	Vote Instruction
7	Report on Sustainability  <i>Voter Rationale: This proposal requests the Board to prepare a "sustainability" (how companies interact with their workers and the communities where they operate, source and sell their products) report which will include a review of current Company policies and practices related to social, environmental and economic sustainability and a summary of long-term plans to integrate sustainability objectives throughout the Company's operations. The proponent states that good corporate citizenship goes beyond the traditional business functions of creating jobs and paying taxes, to include corporate practices designed to protect human rights, worker rights, and the environment, and a commitment to pay a sustainable living wage to its employees and workers of suppliers. Such a report would provide shareholders with useful information in evaluating Company's plans, policies, and practices. A vote is cast in favor.</i>	For

### Adobe Systems Incorporated

<b>Meeting Date:</b> 04/12/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 00724F101
<b>Record Date:</b> 02/14/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 00724F101		
<b>Shares Voted:</b> 298		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Amy L. Banse  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Edward W. Barnholt	For
1c	Elect Director Robert K. Burgess	For
1d	Elect Director Frank A. Calderoni	For
1e	Elect Director James E. Daley	For
1f	Elect Director Laura B. Desmond	For
1g	Elect Director Charles M. Geschke	For
1h	Elect Director Shantanu Narayen	For
1i	Elect Director Daniel L. Rosensweig	For
1j	Elect Director John E. Warnock	For
2	Amend Omnibus Stock Plan  <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 13.08% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against

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## Adobe Systems Incorporated

Proposal Number	Proposal Text	Vote Instruction
3	Ratify KPMG LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against the appointment of auditors.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

## Advance Auto Parts, Inc.

**Meeting Date:** 05/16/2018      **Country:** USA      **Primary Security ID:** 00751Y106  
**Record Date:** 03/19/2018      **Meeting Type:** Annual

**Primary CUSIP:** 00751Y106

**Shares Voted:** 39

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John F. Bergstrom  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	Withhold
1.2	Elect Director Brad W. Buss	For
1.3	Elect Director Fiona P. Dias	For
1.4	Elect Director John F. Ferraro	For
1.5	Elect Director Thomas R. Greco	For
1.6	Elect Director Adriana Karaboutis	For
1.7	Elect Director Eugene I. Lee, Jr.	For
1.8	Elect Director Douglas A. Pertz	For
1.9	Elect Director Reuben E. Slone	For
1.10	Elect Director Jeffrey C. Smith	For

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### Advance Auto Parts, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify Deloitte & Touche LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is 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	Provide Right to Act by Written Consent  <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

### Advanced Micro Devices, Inc.

**Meeting Date:** 05/02/2018      **Country:** USA      **Primary Security ID:** 007903107  
**Record Date:** 03/05/2018      **Meeting Type:** Annual

**Primary CUSIP:** 007903107

**Shares Voted:** 431

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John E. Caldwell  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Nora M. Denzel	For
1c	Elect Director Mark Durcan	For
1d	Elect Director Joseph A. Householder	For
1e	Elect Director Michael J. Inglis	For
1f	Elect Director John W. Marren	For
1g	Elect Director Lisa T. Su	For
1h	Elect Director Abhi Y. Talwalkar	For
1i	Elect Director Ahmed Yahia	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Advanced Micro Devices, Inc.

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

### Aetna Inc.

Meeting Date: 03/13/2018

Country: USA

Primary Security ID: 00817Y108

Record Date: 02/05/2018

Meeting Type: Special

Primary CUSIP: 00817Y108

Shares Voted: 197

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement <i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by CVS Health Corporation in a cash and stock transaction valued at \$68.0 billion. The Company is a health insurer but, has moved beyond health insurance to also focus on consumer's well-being. CVS is a drug store chain that offers walk in clinics and is in the pharmacy benefits business (they help health insurers run their drug benefits programs and negotiate drug prices with manufacturers). The Board recommends shareholder approval because: the company did not receive a proposal from another party, despite publicity surrounding conversations between the two companies as reported in an influential business periodical; the two companies are following broader industry trends: a) pharmacies like CVS and health care providers like the company are looking for ways to make it cheaper and easier for their clients to access medication and care, that's what their clients want and b) joining forces is an efficient way to do that - CVS is planning on moving the company's 22 million enrollees in its health plan to use its network of low cost clinics thereby keeping them out of hospitals; low to mid-single digit EPS improvement; and synergies of \$750.0 million in the second year following closing. An opinion has been issued by Lazard Freres &amp; Co. LLC and Allen &amp; Company that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i>	For
2	Adjourn Meeting <i>Voter Rationale: This proposal seeks to adjourn the meeting to obtain additional proxies if necessary, in order to support the merger. Since we support the merger, a vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Aetna Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote on Golden Parachutes  <i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements 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>	For

### Aetna Inc.

**Meeting Date:** 05/18/2018      **Country:** USA      **Primary Security ID:** 00817Y108  
**Record Date:** 03/16/2018      **Meeting Type:** Annual

**Primary CUSIP:** 00817Y108

**Shares Voted:** 172

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Aetna Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4A	Report on Lobbying Payments and Policy  <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
4B	Reduce Ownership Threshold for Shareholders to Call Special Meeting  <i>Voter Rationale: This proposal reduces the threshold at which shareholders can call a special meeting from 25% to 10% of outstanding common stock. This change is in the best interest of shareholders. A vote is cast for the proposal.</i>	For

### Affiliated Managers Group, Inc.

<b>Meeting Date:</b> 06/12/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 008252108
<b>Record Date:</b> 04/16/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 008252108		

Shares Voted: 58

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Samuel T. Byrne  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Dwight D. Churchill	For
1c	Elect Director Glenn Earle	For
1d	Elect Director Niall Ferguson	For
1e	Elect Director Sean M. Healey	For
1f	Elect Director Tracy P. Palandjian	For
1g	Elect Director Patrick T. Ryan	For
1h	Elect Director Karen L. Yerburgh	For
1i	Elect Director Jide J. Zeitlin	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Affiliated Managers Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	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
4	Elect Director Nathaniel Dalton  <i>Voter Rationale: See proposal 1a.</i>	For

## Aflac Incorporated

Meeting Date: 05/07/2018

Country: USA

Primary Security ID: 001055102

Record Date: 02/28/2018

Meeting Type: Annual

Primary CUSIP: 001055102

Shares Voted: 238

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Daniel P. Amos  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 W. Paul Bowers	For
1c	Elect Director Toshihiko Fukuzawa	For
1d	Elect Director Douglas W. Johnson	For
1e	Elect Director Robert B. Johnson	For
1f	Elect Director Thomas J. Kenny	For
1g	Elect Director Karole F. Lloyd	For
1h	Elect Director Joseph L. Moskowitz	For
1i	Elect Director Barbara K. Rimer	For
1j	Elect Director Katherine T. Rohrer	For
1k	Elect Director Melvin T. Stith	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Aflac Incorporated

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	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

## Agilent Technologies, Inc.

Meeting Date: 03/21/2018      Country: USA      Primary Security ID: 00846U101  
Record Date: 01/23/2018      Meeting Type: Annual

Primary CUSIP: 00846U101

Shares Voted: 194

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Koh Boon Hwee  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders. The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees.</i>	Against
1.2	Elect Director Michael R. McMullen	Against
1.3	Elect Director Daniel K. Podolsky	Against
2	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
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Agilent Technologies, Inc.

Proposal Number	Proposal Text	Vote Instruction
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>		

### Air Products and Chemicals, Inc.

Meeting Date: 01/25/2018      Country: USA      Primary Security ID: 009158106  
Record Date: 11/30/2017      Meeting Type: Annual

Primary CUSIP: 009158106

Shares Voted: 131

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Susan K. Carter	Against
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1b	Elect Director Charles I. Cogut	For
1c	Elect Director Seifollah (Seifi) Ghasemi	Against
1d	Elect Director Chadwick C. Deaton	For
1e	Elect Director David H. Y. Ho	For
1f	Elect Director Margaret G. McGlynn	For
1g	Elect Director Edward L. Monser	Against
1h	Elect Director Matthew H. Paull	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify KPMG LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Amend Omnibus Stock Plan - WITHDRAWN RESOLUTION  <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>	

## Akamai Technologies, Inc.

Meeting Date: 06/01/2018      Country: USA      Primary Security ID: 00971T101  
Record Date: 04/16/2018      Meeting Type: Annual

Primary CUSIP: 00971T101

Shares Voted: 90

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jill Greenthal  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Daniel Hesse	For
1.3	Elect Director F. Thomson Leighton	For
1.4	Elect Director William Wagner	For
2	Declassify the Board of Directors  <i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted 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: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Alaska Air Group, Inc.

Meeting Date: 05/03/2018

Country: USA

Primary Security ID: 011659109

Record Date: 03/09/2018

Meeting Type: Annual

Primary CUSIP: 011659109

Shares Voted: 65

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Patricia M. Bedient	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director James A. Beer	For
1c	Elect Director Marion C. Blakey	For
1d	Elect Director Phyllis J. Campbell	For
1e	Elect Director Raymond L. Conner	For
1f	Elect Director Dhiren R. Fonseca	For
1g	Elect Director Susan J. Li	For
1h	Elect Director Helvi K. Sandvik	For
1i	Elect Director J. Kenneth Thompson	For
1j	Elect Director Bradley D. Tilden	For
1k	Elect Director Eric K. Yeaman	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>	
4	Amend Proxy Access Right	For
	<i>Voter Rationale: This shareholder proposal asks the board to amend its proxy access bylaw to: place no limitation on the number of shareholders that can aggregate their shares to achieve the 3% common stock required to nominate directors (currently limited to 20); and the number of shareholder-nominated candidates eligible to appear in the proxy statement will not be less than 2 when the board has less than 12 members and not less than 3 when our board has more than 12 members. The right of shareholders to nominate candidates representing 25% of the board membership is not part of the proponent's change but, the removal of the aggregation limit is very beneficial to shareholders. A vote is cast in favor of the proposal.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Albemarle Corporation

Meeting Date: 05/08/2018

Country: USA

Primary Security ID: 012653101

Record Date: 03/08/2018

Meeting Type: Annual

Primary CUSIP: 012653101

Shares Voted: 58

Proposal Number	Proposal Text	Vote Instruction
1	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>	
2a	Elect Director Mary Lauren Brlas	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>	
2b	Elect Director William H. Hernandez	For
2c	Elect Director Luther C. Kissam, IV	For
2d	Elect Director Douglas L. Maine	For
2e	Elect Director J. Kent Masters	For
2f	Elect Director James J. O'Brien	For
2g	Elect Director Diarmuid B. O'Connell	For
2h	Elect Director Dean L. Seavers	For
2i	Elect Director Gerald A. Steiner	For
2j	Elect Director Harriett Tee Taggart	For
2k	Elect Director Alejandro Wolff	For
3	Adopt Majority Vote to Approve Extraordinary Transactions	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>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Alexandria Real Estate Equities, Inc.

**Meeting Date:** 05/22/2018

**Country:** USA

**Primary Security ID:** 015271109

**Record Date:** 03/29/2018

**Meeting Type:** Annual

**Primary CUSIP:** 015271109

**Shares Voted:** 53

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Joel S. Marcus <i>Voter Rationale: A vote is cast to withhold on all nominees except for those nominees who are new to the board because the board's actions diminished shareholder rights without shareholder approval.</i>	Against
1.2	Elect Director Steven R. Hash	Against
1.3	Elect Director John L. Atkins, III	Against
1.4	Elect Director James P. Cain	Against
1.5	Elect Director Maria C. Freire	Against
1.6	Elect Director Richard H. Klein	Against
1.7	Elect Director James H. Richardson	Against
1.8	Elect Director Michael A. Woronoff	For
2	Amend Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is amended by this proposal. The change is in the best interest of shareholders. Thus, a vote is cast in favor of the amendment.</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	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

## Alexion Pharmaceuticals, Inc.

**Meeting Date:** 05/08/2018

**Country:** USA

**Primary Security ID:** 015351109

**Record Date:** 03/12/2018

**Meeting Type:** Annual

**Primary CUSIP:** 015351109

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Alexion Pharmaceuticals, Inc.

Shares Voted: 118

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Felix J. Baker <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director David R. Brennan	For
1.3	Elect Director Christopher J. Coughlin	For
1.4	Elect Director Deborah Dunsire	For
1.5	Elect Director Paul Friedman	For
1.6	Elect Director Ludwig N. Hantson	For
1.7	Elect Director John T. Mollen	For
1.8	Elect Director Francois Nader	For
1.9	Elect Director Judith Reinsdorf	For
1.10	Elect Director Andreas Rummelt	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	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

## Align Technology, Inc.

Meeting Date: 05/16/2018

Country: USA

Primary Security ID: 016255101

Record Date: 03/21/2018

Meeting Type: Annual

Primary CUSIP: 016255101

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Align Technology, Inc.

Shares Voted: 38

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Kevin J. Dallas	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 Joseph M. Hogan	For
1.3	Elect Director Joseph Lacob	For
1.4	Elect Director C. Raymond Larkin, Jr.	For
1.5	Elect Director George J. Morrow	For
1.6	Elect Director Thomas M. Prescott	For
1.7	Elect Director Andrea L. Saia	For
1.8	Elect Director Greg J. Santora	For
1.9	Elect Director Susan E. Siegel	For
1.10	Elect Director Warren S. Thaler	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	

## Alimentation Couche-Tard, Inc.

Meeting Date: 09/20/2018

Country: Canada

Primary Security ID: 01626P403

Record Date: 07/23/2018

Meeting Type: Annual

Primary CUSIP: 01626P403

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Alimentation Couche-Tard, Inc.

Shares Voted: 135

Proposal Number	Proposal Text	Vote Instruction
1	Meeting for Class A Multiple Voting and Class B Subordinate Voting Shareholders  Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
2.1	Elect Director Alain Bouchard	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>	
2.2	Elect Director Melanie Kau	For
2.3	Elect Director Nathalie Bourque	For
2.4	Elect Director Eric Boyko	For
2.5	Elect Director Jacques D'Amours	Withhold
2.6	Elect Director Jean Elie	For
2.7	Elect Director Richard Fortin	Withhold
2.8	Elect Director Brian Hannasch	Withhold
2.9	Elect Director Monique F. Leroux	Withhold
2.10	Elect Director Real Plourde	Withhold
2.11	Elect Director Daniel Rabinowicz	For
	Shareholder Proposals	
3	SP 1: Advisory Vote to Ratify The Five Highest Paid Executive Officers' Compensation	For
	<i>Voter Rationale: This shareholder proposal asks the Board of Directors adopt a policy stipulating that executive compensation policy for their five highest paid executives be subject to an advisory vote by the shareholders. An advisory vote on executive compensation is a relatively inexpensive way for the company to establish a communication channel with its shareholders and achieve a higher governance standard. A vote is cast in favor of the proposal.</i>	
4	SP 2: Separate Disclosure of Voting Results by Class of Shares	For
	<i>Voter Rationale: This shareholder proposal asks the company to disclose the voting results separately for each class of stock – those shares having one voting right and those entitled to multiple voting rights. According to the proponent, their experience in recent years demonstrates holders of the two types of shares may not share the same concerns and the disclosure promoted by this proposal would ensure that the voices of minority shareholders have been heard. The disclosure requested by the proponent would not be burdensome request for the company to implement. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Alimentation Couche-Tard, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	SP 3: Conduct an Accountability Exercise on Environmental and Social Issues	For
<i>Voter Rationale: This shareholder proposal asks the board to conduct an accountability exercise on its approach to business threats and opportunities related to environmental and social issues. The proponent suggests the exercise could take the form of a sustainability report. In comparison to a majority of the company's competitors, the company does not publish a standalone report. The company is in the retail sector and it sells road transportation fuels (70% of revenue) and consumer products like tobacco and energy drinks (tobacco represents 38% of the revenue from the company's merchandise segment). Due to the nature of the company's business, it faces the potential of a loss in shareholder value from environmental, consumer health, product sourcing risks therefore; a vote is cast in favor of the proposal.</i>		

## Allegion plc

**Meeting Date:** 06/05/2018      **Country:** Ireland      **Primary Security ID:** G0176J109  
**Record Date:** 04/06/2018      **Meeting Type:** Annual

**Primary CUSIP:** N/A

**Shares Voted:** 50

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Carla Cico	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 Kirk S. Hachigian	For
1c	Elect Director Nicole Parent Haughey	For
1d	Elect Director David D. Petratis	For
1e	Elect Director Dean I. Schaffer	For
1f	Elect Director Charles L. Szews	For
1g	Elect Director Martin E. Welch, III	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Allegion plc

Proposal Number	Proposal Text	Vote Instruction
4	Authorize Issuance of Equity with Preemptive Rights <i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved are not excessive. A vote is cast in favor.</i>	For
5	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). This concept is expensive, cumbersome and, in view of modern trading practices, unnecessary. The shares involved are not excessive. A yes vote is cast.</i>	For

## Allergan plc

<b>Meeting Date:</b> 05/02/2018	<b>Country:</b> Ireland	<b>Primary Security ID:</b> G0177J108
<b>Record Date:</b> 03/06/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 942683103		
<b>Shares Voted:</b> 175		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Nesli Basgoz <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Paul M. Bisaro	For
1c	Elect Director Joseph H. Boccuzi	For
1d	Elect Director Christopher W. Bodine	For
1e	Elect Director Adriane M. Brown	For
1f	Elect Director Christopher J. Coughlin	For
1g	Elect Director Carol Anthony 'John' Davidson	For
1h	Elect Director Catherine M. Klema	For
1i	Elect Director Peter J. McDonnell	For
1j	Elect Director Patrick J. O'Sullivan	For
1k	Elect Director Brenton L. Saunders	For
1l	Elect Director Fred G. Weiss	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Allergan plc

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration  <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
4	Authorize Issue of Equity with Pre-emptive Rights  <i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved are not excessive. A vote is cast in favor.</i>	For
5A	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights  <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	For
5B	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights  <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	For
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

## Alliance Data Systems Corporation

Meeting Date: 06/06/2018

Country: USA

Primary Security ID: 018581108

Record Date: 04/09/2018

Meeting Type: Annual

Primary CUSIP: 018581108

Shares Voted: 25

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Alliance Data Systems Corporation

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director Roger H. Ballou	For
1.3	Elect Director Kelly J. Barlow	For
1.4	Elect Director E. Linn Draper, Jr.	For
1.5	Elect Director Edward J. Heffernan	For
1.6	Elect Director Kenneth R. Jensen	For
1.7	Elect Director Robert A. Minicucci	For
1.8	Elect Director Timothy J. Theriault	For
1.9	Elect Director Laurie A. Tucker	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

### Alliance One International, Inc.

Meeting Date: 08/16/2018

Country: USA

Primary Security ID: 018772301

Record Date: 06/15/2018

Meeting Type: Annual

Primary CUSIP: 018772301

Shares Voted: 205

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Mark W. Kehaya	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 Martin R. Wade, III	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Alliance One International, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Change Company Name to Pyxus International, Inc.  <i>Voter Rationale: This is a routine, ministerial matter. A vote is cast in favor.</i>	For

### Alliant Energy Corporation

**Meeting Date:** 05/17/2018      **Country:** USA      **Primary Security ID:** 018802108  
**Record Date:** 03/23/2018      **Meeting Type:** Annual

**Primary CUSIP:** 018802108

**Shares Voted:** 122

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Dean C. Oestreich  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Carol P. Sanders	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify Deloitte & Touche LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Alliant Energy Corporation

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

## Alphabet Inc.

<b>Meeting Date:</b> 06/06/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 02079K305
<b>Record Date:</b> 04/18/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 02079K305		
<b>Shares Voted:</b> 158		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Larry Page	Withhold
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders. The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees.</i>		
1.2	Elect Director Sergey Brin	Withhold
1.3	Elect Director Eric E. Schmidt	Withhold
1.4	Elect Director L. John Doerr	For
1.5	Elect Director Roger W. Ferguson, Jr.	For
1.6	Elect Director Diane B. Greene	Withhold
1.7	Elect Director John L. Hennessy	For
1.8	Elect Director Ann Mather	Withhold
1.9	Elect Director Alan R. Mulally	For
1.10	Elect Director Sundar Pichai	Withhold
1.11	Elect Director K. Ram Shriram	For
2	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Alphabet Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Amend Omnibus Stock Plan  <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 10.43% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share  <i>Voter Rationale: This proposal seeks approval for the Company to recapitalize to give each share the same voting right. That is in shareholders' best interest. A vote is cast in favor.</i>	For
5	Report on Lobbying Payments and Policy  <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
6	Report on Gender Pay Gap  <i>Voter Rationale: This shareholder proposal asks the board to provide a report to reduce the gender pay gap at the company. It appears the company has initiatives to create a more gender balanced organization and is committed to compensating its employees fairly regardless of gender. The report requested by the proponent would help validate that claim, a vote is cast in favor.</i>	For
7	Adopt Simple Majority Vote  <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
8	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation  <i>Voter Rationale: This shareholder proposal requests that the Board's Compensation Committee prepare a report on including sustainability and diversity (among senior executives) into the performance measures of the CEO under the company's compensation incentive plans. No portion of an executive's compensation is derived from pre-set objective goals however, the company has a history of providing large time based equity awards. Approval of this proposal would send the message to the board that the alignment of senior executive equity grants with company performance is a highly prized goal of shareholders. A vote is cast in favor.</i>	For
9	Adopt a Policy on Board Diversity  <i>Voter Rationale: This shareholder proposal asks the board to adopt a policy to disclose a board diversity and qualification matrix. The company's proxy statement already provides sufficient information for shareholders to be able evaluate whether the nominees slated for the board have the skills and experience to perform their duties. A vote is cast against</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Alphabet Inc.

Proposal Number	Proposal Text	Vote Instruction
10	Report on Major Global Content Management Controversies  <i>Voter Rationale: This shareholder proposal requests the board to provide a report that evaluates the efficacy of its content policies and reviews the risks associated with content management controversies. The company (through its Google and YouTube websites) have been embroiled in controversies related to Russia's interference in our presidential election, content that was not child friendly, and the violent videos of extremists'. The company said it agrees with the proponent that it has a responsibility to enforce its content policies. It introduced new content management policies in 2017 and per the company's blog, it is increasing its enforcement teams and investing in new machine technology to take down videos and comments. That blog also includes information on the efficiency of removing violent extremist content and how the application of tougher standards to controversial videos was working. Furthermore, the company said it would release a report in the spring detailing enforcement actions taken regarding its guidelines. It appears the company has responded to each controversy in a reactive way and shareholders would benefit from one report that lists the risks posed by the controversies that surround it and statistical details such as the percentage of content that was flagged as offensive and how quickly that material is removed. A vote is cast in favor.</i>	For

### Altria Group, Inc.

<b>Meeting Date:</b> 05/17/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 02209S103
<b>Record Date:</b> 03/26/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 02209S103		
<b>Shares Voted:</b> 1,003		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John T. Casteen, 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
1.2	Elect Director Dinyar S. Devitre	For
1.3	Elect Director Thomas F. Farrell, II	For
1.4	Elect Director Debra J. Kelly-Ennis	Against
1.5	Elect Director W. Leo Kiely, III	Against
1.6	Elect Director Kathryn B. McQuade	Against
1.7	Elect Director George Munoz	Against
1.8	Elect Director Mark E. Newman	For
1.9	Elect Director Nabil Y. Sakkab	For
1.10	Elect Director Virginia E. Shanks	For
1.11	Elect Director Howard A. Willard, III	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Altria Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Reduce Nicotine Levels in Tobacco Products <i>Voter Rationale: This shareholder proposal requests the board take steps to preserve the health of its tobacco-using customers by making available to them information on the nicotine levels for each of our cigarette brands and begin reducing nicotine levels in our brands to a less addictive level. According to the board, the FDA has not established a test method or determined how to report nicotine levels and that reducing nicotine levels in the company's products would require FDA authorization and that agency is in the process of developing the regulation. The information and action the proponent is requesting from the company should await guidance from the regulatory agency that oversees tobacco products. Therefore, a vote is cast against the proposal.</i>	Against

### Amazon.com, Inc.

<b>Meeting Date:</b> 05/30/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 023135106
<b>Record Date:</b> 04/05/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 023135106		
<b>Shares Voted:</b> 212		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jeffrey P. Bezos <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Tom A. Alberg	For
1c	Elect Director Jamie S. Gorelick	For
1d	Elect Director Daniel P. Huttenlocher	For
1e	Elect Director Judith A. McGrath	For
1f	Elect Director Jonathan J. Rubinstein	For
1g	Elect Director Thomas O. Ryder	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Amazon.com, Inc.

Proposal Number	Proposal Text	Vote Instruction
1h	Elect Director Patricia Q. Stonesifer	For
1i	Elect Director Wendell P. Weeks	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	Adopt Policy on Board Diversity *Withdrawn Resolution*	
	<i>Voter Rationale: This proposal seeks to add women and minorities to the board of directors. It would be in the best interests of shareholders to add some diverse viewpoints to this board that is dominated by white males. A vote is cast in favor of the proposal.</i>	
5	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	
6	Provide Vote Counting to Exclude Abstentions	Against
	<i>Voter Rationale: This shareholder proposal seeks to have the Company exclude abstentions when calculating the support proposals receive. Under the current system, from a practical standpoint abstentions count as a vote against both management and shareholder proposals in calculating the percentage of support a proposal receives. Abstentions allow shareholders to use their vote to send a message of ambivalence or disapproval without outwardly supporting or opposing a proposal. A shareholder may also choose to abstain on an issue where a real or perceived conflict exists. Thus abstentions serve a valuable purpose. The proponent has not submitted any evidence of abuse of the system. For those reasons, a vote is cast against.</i>	

### Ameren Corporation

Meeting Date: 05/03/2018

Country: USA

Primary Security ID: 023608102

Record Date: 02/26/2018

Meeting Type: Annual

Primary CUSIP: 023608102

Shares Voted: 147

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Warner L. Baxter	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Ameren 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 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 Craig S. Ivey	For
1i	Elect Director Gayle P. W. Jackson	For
1j	Elect Director James C. Johnson	For
1k	Elect Director Steven H. Lipstein	For
1l	Elect Director Stephen R. Wilson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	Report on Coal Combustion Residual and Water Impacts	For
	<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to the risks posed by the environmental and health hazards of coal combustion waste. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	

## American Airlines Group Inc.

Meeting Date: 06/13/2018

Country: USA

Primary Security ID: 02376R102

Record Date: 04/16/2018

Meeting Type: Annual

Primary CUSIP: 02376R102

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## American Airlines Group Inc.

Shares Voted: 222

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director James F. Albaugh	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	
1b	Elect Director Jeffrey D. Benjamin	For
1c	Elect Director John T. Cahill	For
1d	Elect Director Michael J. Emblar	For
1e	Elect Director Matthew J. Hart	For
1f	Elect Director Alberto Ibarguen	For
1g	Elect Director Richard C. Kraemer	For
1h	Elect Director Susan D. Kronick	For
1i	Elect Director Martin H. Nesbitt	For
1j	Elect Director Denise M. O'Leary	For
1k	Elect Director W. Douglas Parker	For
1l	Elect Director Ray M. Robinson	Against
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	Provide Right to Call Special Meeting	For
	<i>Voter Rationale: This management proposal establishes the right of shareholders (representing 20% of the voting power) to call a special meeting. The company does not currently permit shareholders to call a special meeting. A vote is cast for the proposal.</i>	
5	Amend Articles/Bylaws/Charter -- Call Special Meetings	For
	<i>Voter Rationale: This shareholder proposal would allow 10% of the holders of the company's stock the right to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. The ten percent threshold is reasonable therefore; a vote is cast in favor of the proposal.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## American Electric Power Company, Inc.

**Meeting Date:** 04/24/2018

**Country:** USA

**Primary Security ID:** 025537101

**Record Date:** 02/26/2018

**Meeting Type:** Annual

**Primary CUSIP:** 025537101

**Shares Voted:** 297

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## American Express Company

Meeting Date: 05/07/2018

Country: USA

Primary Security ID: 025816109

Record Date: 03/09/2018

Meeting Type: Annual

Primary CUSIP: 025816109

Shares Voted: 379

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Charlene Barshefsky <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of 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. Brennan	For
1c	Elect Director Peter Chernin	For
1d	Elect Director Ralph de la Vega	For
1e	Elect Director Anne L. Lauvergeon	For
1f	Elect Director Michael O. Leavitt	For
1g	Elect Director Theodore J. Leonsis	For
1h	Elect Director Richard C. Levin	For
1i	Elect Director Samuel J. Palmisano	For
1j	Elect Director Stephen J. Squeri	For
1k	Elect Director Daniel L. Vasella	For
1l	Elect Director Ronald A. Williams	For
1m	Elect Director Christopher D. Young	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	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## American Express Company

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

## American Financial Group, Inc.

**Meeting Date:** 05/22/2018      **Country:** USA      **Primary Security ID:** 025932104  
**Record Date:** 03/27/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 025932104

**Shares Voted:** 2

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Carl H. Lindner, III	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 S. Craig Lindner	Withhold
1.3	Elect Director Kenneth C. Ambrecht	For
1.4	Elect Director John B. Berding	Withhold
1.5	Elect Director Joseph E. "Jeff" Consolino	Withhold
1.6	Elect Director Virginia "Gina" C. Drosos	For
1.7	Elect Director James E. Evans	Withhold
1.8	Elect Director Terry S. Jacobs	For
1.9	Elect Director Gregory G. Joseph	For
1.10	Elect Director William W. Verity	For
1.11	Elect Director John I. Von Lehman	For
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### American Financial Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Report on Sustainability  <i>Voter Rationale: This proposal requests the Board to prepare a "sustainability" (how companies interact with their workers and the communities where they operate, source and sell their products) report which will include a review of current Company policies and practices related to social, environmental and economic sustainability and a summary of long-term plans to integrate sustainability objectives throughout the Company's operations. The proponent states that good corporate citizenship goes beyond the traditional business functions of creating jobs and paying taxes, to include corporate practices designed to protect human rights, worker rights, and the environment, and a commitment to pay a sustainable living wage to its employees and workers of suppliers. Such a report would provide shareholders with useful information in evaluating Company's plans, policies, and practices. A vote is cast in favor.</i>	For

### American International Group, Inc.

Meeting Date: 05/09/2018

Country: USA

Primary Security ID: 026874784

Record Date: 03/19/2018

Meeting Type: Annual

Primary CUSIP: 026874784

Shares Voted: 473

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director W. Don Cornwell  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a 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 Brian Duperreault	Against
1c	Elect Director John H. Fitzpatrick	For
1d	Elect Director William G. Jurgensen	Against
1e	Elect Director Christopher S. Lynch	Against
1f	Elect Director Henry S. Miller	Against
1g	Elect Director Linda A. Mills	For
1h	Elect Director Suzanne Nora Johnson	Against
1i	Elect Director Ronald A. Rittenmeyer	Against
1j	Elect Director Douglas M. Steenland	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### American International Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
1k	Elect Director Theresa M. Stone	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 PricewaterhouseCoopers LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

### American Tower Corporation

Meeting Date: 05/23/2018

Country: USA

Primary Security ID: 03027X100

Record Date: 03/28/2018

Meeting Type: Annual

Primary CUSIP: 03027X100

Shares Voted: 233

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gustavo Lara Cantu	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Raymond P. Dolan	For
1c	Elect Director Robert D. Hormats	For
1d	Elect Director Grace D. Lieblein	For
1e	Elect Director Craig Macnab	For
1f	Elect Director JoAnn A. Reed	For
1g	Elect Director Pamela D.A. Reeve	For
1h	Elect Director David E. Sharbutt	For
1i	Elect Director James D. Taiclet, Jr.	For
1j	Elect Director Samme L. Thompson	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### American Tower Corporation

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

### American Water Works Company, Inc.

Meeting Date: 05/11/2018      Country: USA      Primary Security ID: 030420103  
Record Date: 03/15/2018      Meeting Type: Annual

Primary CUSIP: 030420103

Shares Voted: 94

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jeffrey N. Edwards <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Martha Clark Goss	For
1c	Elect Director Veronica M. Hagen	For
1d	Elect Director Julia L. Johnson	For
1e	Elect Director Karl F. Kurz	For
1f	Elect Director George MacKenzie	For
1g	Elect Director James G. Stavridis	For
1h	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: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### American Water Works Company, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Report on the Human Right to Water and Sanitation  <i>Voter Rationale: This shareholder proposal asks the board of directors to issue a report tracking the company's impacts and responses on the human right to water and sanitation. According to the proponent the company omits information in its disclosures and shareholders are not able to assess its United Nation's human right to water and sanitation (HRWS) policies and programs. Those omissions include a failure to discuss HRWS incidences allegedly related to rate hikes and water contamination. Furthermore, the filer said the requested report would help the company to proactively manage associated risks by reporting on metrics like demographics of customers subject to water shutoffs and the percentage of customers paying rates considered unaffordable by the United Nations Development Program. The company is an American public utility company operating in the United States (16 states) and Canada. It is required to comply with all federal, state, and local environmental and health and safety regulations like the Safe Drinking Water Act, the Clean Water Act and the Clean Air Act. Additionally, as a regulated entity the company must obtain approval from a state's Public Utility Commission to initiate a rate hike and the company noted that when approved by state authorities, it provides customer assistance programs to help financially troubled households pay for water services. The company has also maintained its position in the Euronext Vigeo US 50 index, which includes the 50 companies in the U.S. achieving the best environmental, social, and governance performance. Because the company is subject to numerous U.S. governmental unit oversights on the company's compliance with water quality, rate increases etc. the requested report does not appear to be necessary. A vote is cast against the proposal.</i>	Against
5	Report on Lobbying Payments and Policy  <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
6	Report on Political Contributions  <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	For

### Ameriprise Financial, Inc.

Meeting Date: 04/25/2018

Country: USA

Primary Security ID: 03076C106

Record Date: 02/28/2018

Meeting Type: Annual

Primary CUSIP: 03076C106

Shares Voted: 89

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director James M. Cracchiolo	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Ameriprise Financial, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Dianne Neal Blixt	For
1c	Elect Director Amy DiGesio	For
1d	Elect Director Lon R. Greenberg	For
1e	Elect Director Jeffrey Noddle	For
1f	Elect Director Robert F. Sharpe, Jr.	For
1g	Elect Director Christopher J. Williams	For
1h	Elect Director W. Edward Walter	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 PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
4	Report on Political Contributions and Expenditures	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	

### AmerisourceBergen Corporation

Meeting Date: 03/01/2018

Country: USA

Primary Security ID: 03073E105

Record Date: 01/02/2018

Meeting Type: Annual

Primary CUSIP: 03073E105

Shares Voted: 98

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Ornella Barra	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## AmerisourceBergen Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: The company is a wholesale drug distributor and it continues to face lawsuits and investigations concerning its involvement in the opioid crises in the U.S. In March 2017, the board took the very unfriendly shareholder action of adopting Delaware Chancery Court as the only court for settling derivative actions, claim of breach of a fiduciary action, and other litigation. The board did not place the bylaw amendment on the agenda for shareholder approval at the 2018 annual meeting. The board's action makes it harder for shareholders to pursue legal remedies for the losses they incurred during the opioid crises. A vote is cast against all nominees to the board for that egregious move.</i>	
1.2	Elect Director Steven H. Collis	Against
1.3	Elect Director Douglas R. Conant	Against
1.4	Elect Director D. Mark Durcan	Against
1.5	Elect Director Richard W. Gochnauer	Against
1.6	Elect Director Lon R. Greenberg	Against
1.7	Elect Director Jane E. Henney	Against
1.8	Elect Director Kathleen W. Hyle	Against
1.9	Elect Director Michael J. Long	Against
1.10	Elect Director Henry W. McGee	Against
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Amend Qualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	
5	Require Independent Board Chairman	For
	<i>Voter Rationale: This shareholder proposal asks that the positions of chairman of the board and chief executive officer be separated. The company had an independent board chairman governance structure for a ten year period ending March 2016. As noted previously in agenda item one, the company is enveloped in the fallout from the opioid crises in this country. With no endpoint in sight, shareholders would benefit from a separation of the two positions because it would provide the strongest oversight of management. A vote is cast in favor.</i>	
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This shareholder proposal seeks shareholder approval to reduce the ownership requirement for shareholders to call a special meeting from 25% to 10%. With the many challenges the company faces regarding the opioid crises, this change would allow shareholders to respond more quickly via a special meeting to new revelations that affect shareholder value. The company's corporate governance structure does not permit shareholders to initiate a written consent action. Therefore, a vote is cast in favor of the proposal.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### AmerisourceBergen Corporation

Proposal Number	Proposal Text	Vote Instruction
7	Clawback of Incentive Payments  <i>Voter Rationale: This precatory shareholder proposal requests the board to adopt a policy that would provide for the annual disclosure of whether in the preceding year the company recouped incentive pay from senior executives (as well as former executives) or there was a forfeiture of incentive pay by those executives. The policy would also include a general description of the clawback and if there was no clawback, that situation would be acknowledged in the disclosure. The company does have a clawback policy that includes intentional misconduct in addition to the standard restatement of financial statement (caused by fraud) situation. However, without the disclosure policy promoted by the proponent shareholders would not know if the company's clawback policy was activated. The opioid issue is ongoing and the policy described above would give shareholders information as to whether the company's clawback policy was used in connection with financial or reputational harm to the company in connection with the company's opioid drug distribution. A vote is cast in favor.</i>	For
8	Report on Governance Measures Implemented Related to Opioids  <i>Voter Rationale: This shareholder proposal asks the board to provide a report that includes the following: governance measures implemented since 2012 to better oversee the company's risks (financial, reputational, regulatory/legislative) related to the opioid crises (2012, was the year governmental agencies began their investigations); information on where the placement of oversight responsibility resides – the board or board committees; revisions to senior executive compensation metrics or policies; and changes to the process of receiving shareholder input and policies related to political activities. Last year the board included in the company's bylaws a requirement that certain litigation against the company had to be handled in Delaware and short term incentive factors EPS and operating income was adjusted to exclude litigation. As mentioned above the company came under investigation for its distribution of opioid drugs in 2012 and the company is still entangled in that controversy. The above report would help identify for shareholders the weaknesses in the oversight mechanisms the company has established to minimize or eliminate the risks listed above and spur initiatives to repair those deficiencies. A vote is cast in favor of the proposal.</i>	For

### AMETEK, Inc.

<b>Meeting Date:</b> 05/08/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 031100100
<b>Record Date:</b> 03/23/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 031100100		

**Shares Voted:** 122

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Elizabeth R. Varet  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Dennis K. Williams	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### AMETEK, Inc.

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

### Amgen Inc.

**Meeting Date:** 05/22/2018      **Country:** USA      **Primary Security ID:** 031162100  
**Record Date:** 03/23/2018      **Meeting Type:** Annual

**Primary CUSIP:** 031162100

**Shares Voted:** 353

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Wanda M. Austin	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Robert A. Bradway	For
1.3	Elect Director Brian J. Druker	For
1.4	Elect Director Robert A. Eckert	For
1.5	Elect Director Greg C. Garland	For
1.6	Elect Director Fred Hassan	For
1.7	Elect Director Rebecca M. Henderson	For
1.8	Elect Director Frank C. Herring	For
1.9	Elect Director Charles M. Holley, Jr.	For
1.10	Elect Director Tyler Jacks	For
1.11	Elect Director Ellen J. Kullman	For
1.12	Elect Director Ronald D. Sugar	For
1.13	Elect Director R. Sanders Williams	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Amgen Inc.

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	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation <i>Voter Rationale: This shareholder proposal asks the board to provide an annual report on the extent to which risks related to public concern over drug pricing are included into the company's executive incentive compensation plans. The company does not provide comprehensive disclosure on how it considers risks related to drug price increases in executive compensation programs. Therefore, a vote is cast in favor of the proposal.</i>	For

### Amphenol Corporation

Meeting Date: 05/17/2018

Country: USA

Primary Security ID: 032095101

Record Date: 03/19/2018

Meeting Type: Annual

Primary CUSIP: 032095101

Shares Voted: 161

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Ronald P. Badie <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of 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 Stanley L. Clark	For
1.3	Elect Director John D. Craig	For
1.4	Elect Director David P. Falck	For
1.5	Elect Director Edward G. Jepsen	For
1.6	Elect Director Martin H. Loeffler	For
1.7	Elect Director John R. Lord	For
1.8	Elect Director R. Adam Norwitt	For
1.9	Elect Director Diana G. Reardon	For
1.10	Elect Director Anne Clarke Wolff	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Amphenol Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting  <i>Voter Rationale: This proposal reduces the threshold at which shareholders can call a special meeting from 25% to 10% of outstanding common stock. This change is in the best interest of shareholders. A vote is cast for the proposal.</i>	For

## Anadarko Petroleum Corporation

Meeting Date: 05/15/2018

Country: USA

Primary Security ID: 032511107

Record Date: 03/20/2018

Meeting Type: Annual

Primary CUSIP: 032511107

Shares Voted: 289

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Anthony R. Chase  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director David E. Constable	For
1c	Elect Director H. Paulett Eberhart	For
1d	Elect Director Claire S. Farley	For
1e	Elect Director Peter J. Fluor	For
1f	Elect Director Joseph W. Gorder	For
1g	Elect Director John R. Gordon	For
1h	Elect Director Sean Gourley	For
1i	Elect Director Mark C. McKinley	For
1j	Elect Director Eric D. Mullins	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Anadarko Petroleum Corporation

Proposal Number	Proposal Text	Vote Instruction
1k	Elect Director R. A. Walker	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For

## Analog Devices, Inc.

<b>Meeting Date:</b> 03/14/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 032654105
<b>Record Date:</b> 01/08/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 032654105		

**Shares Voted:** 223

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Ray Stata <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Vincent Roche	For
1c	Elect Director James A. Champy	For
1d	Elect Director Bruce R. Evans	For
1e	Elect Director Edward H. Frank	For
1f	Elect Director Mark M. Little	For
1g	Elect Director Neil Novich	For
1h	Elect Director Kenton J. Sicchitano	For
1i	Elect Director Lisa T. Su	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Analog Devices, Inc.

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

## Andeavor

**Meeting Date:** 05/04/2018      **Country:** USA      **Primary Security ID:** 03349M105  
**Record Date:** 03/05/2018      **Meeting Type:** Annual

**Primary CUSIP:** 03349M105

**Shares Voted:** 75

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. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	For
1.2	Elect Director Paul L. Foster	Against
1.3	Elect Director Edward G. Galante	For
1.4	Elect Director Gregory J. Goff	For
1.5	Elect Director David Lilley	For
1.6	Elect Director Mary Pat McCarthy	For
1.7	Elect Director J.W. Nokes	For
1.8	Elect Director William H. Schumann, III	For
1.9	Elect Director Jeff A. Stevens	For
1.10	Elect Director Susan Tomasky	For
1.11	Elect Director Michael E. Wiley	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Andeavor

Proposal Number	Proposal Text	Vote Instruction
1.12	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
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	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 4.64% 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 proposal.</i>	Against

## ANDEAVOR

Meeting Date: 09/24/2018

Country: USA

Primary Security ID: 03349M105

Record Date: 08/01/2018

Meeting Type: Special

Primary CUSIP: 03349M105

Shares Voted: 74

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement  <i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by Marathon Petroleum Corp. in a cash or stock transaction valued at \$23.0 billion. Both companies are oil refiners. The Board recommends shareholder approval because: \$1.0 billion in annual synergies within the first three years after the combination; the combined company will have a strong financial and credit position; and the potential for further combinations in the industry, and the tie-up will allow the combined company to deal with industry developments. Per the terms of the merger, each share of company stock will receive \$152.27 in cash or 1.87 Marathon shares, which represents a premium of 24.4% based on the closing prices of the shares on the last day of trading before the transaction was announced. The consideration is subject to 15.1% aggregate cash issued. An opinion has been issued by Goldman Sachs that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## ANDEAVOR

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote on Golden Parachutes <i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: a total payment in excess of 2.99 times salary and bonus; for accelerated vesting of unvested equity awards in an amount that is excessive. Therefore, a vote is cast against.</i>	Against
3	Adjourn Meeting <i>Voter Rationale: This proposal seeks to adjourn the meeting to obtain additional proxies if necessary, in order to support the merger. Since we support the merger, a vote is cast in favor.</i>	For

## ANSYS, Inc.

<b>Meeting Date:</b> 05/18/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 03662Q105
<b>Record Date:</b> 03/20/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 03662Q105		
<b>Shares Voted:</b> 44		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Guy E. Dubois <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Alec D. Gallimore	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

## Anthem, Inc.

<b>Meeting Date:</b> 05/16/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 036752103
<b>Record Date:</b> 03/09/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 036752103		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Anthem, Inc.

Shares Voted: 135

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lewis Hay, III	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 Julie A. Hill	For
1c	Elect Director Antonio F. Neri	For
1d	Elect Director Ramiro G. Peru	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	Provide Right to Call Special Meeting	For
	<i>Voter Rationale: This proposal establishes the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	
5	Amend Bylaws - Call Special Meetings	For
	<i>Voter Rationale: This proposal establishes the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	

### Aon plc

Meeting Date: 06/22/2018

Country: United Kingdom

Primary Security ID: G0408V102

Record Date: 04/24/2018

Meeting Type: Annual

Primary CUSIP: 037389103

Shares Voted: 130

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Lester B. Knight	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Aon plc

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1.2	Elect Director Gregory C. Case	Against
1.3	Elect Director Jin-Yong Cai	For
1.4	Elect Director Jeffrey C. Campbell	For
1.5	Elect Director Fulvio Conti	For
1.6	Elect Director Cheryl A. Francis	Against
1.7	Elect Director J. Michael Losh	For
1.8	Elect Director Richard B. Myers	Against
1.9	Elect Director Richard C. Notebaert	Against
1.10	Elect Director Gloria Santana	Against
1.11	Elect Director Carolyn Y. Woo	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	Approve Remuneration Report	Against
	<i>Voter Rationale: This proposal seeks shareholder advice on the Company's remuneration policy. The policy does contain some provisions that are materially adverse to shareholder interests (e.g., a golden parachute, excessive compensation, lack of independence on the remuneration committee, lack of specific and challenging performance standards, excessive dilution to current shareholder equity, retesting of performance standards). Therefore, a vote is cast against.</i>	
4	Accept Financial Statements and Statutory Reports	For
	<i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	
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	Ratify Ernst & Young LLP as Aon's U.K. Statutory Auditor	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders. Therefore, a vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Aon plc

Proposal Number	Proposal Text	Vote Instruction
7	Authorize Board to Fix Remuneration of Auditors <i>Voter Rationale: Here, the amount of remuneration the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the auditors' remuneration.</i>	For
8	Authorise Shares for Market Purchase <i>Voter Rationale: The Company seeks authority to repurchase its own shares. The Company has not stated what be the purposes of its repurchases. That is not in the best interests of shareholders. A vote is cast to abstain.</i>	Abstain
9	Issue of Equity or Equity-Linked Securities with Pre-emptive Rights <i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved is excessive. A vote against is cast.</i>	Against
10	Issue of Equity or Equity-Linked Securities without Pre-emptive Rights <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). This concept is expensive, cumbersome and, in view of modern trading practices, unnecessary. The shares involved are not excessive. A yes vote is cast.</i>	For
11	Approve Political Donations <i>Voter Rationale: This proposal seeks authority to make contributions to political organizations. The amounts are not excessive and are in accord with statutory provisions. A vote is cast in favor.</i>	For

## Apache Corporation

Meeting Date: 05/24/2018

Country: USA

Primary Security ID: 037411105

Record Date: 03/26/2018

Meeting Type: Annual

Primary CUSIP: 037411105

Shares Voted: 201

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Apache Corporation

Proposal Number	Proposal Text	Vote Instruction
8	Elect Director Amy H. Nelson	For
9	Elect Director Daniel W. Rabun	For
10	Elect Director Peter A. Ragauss	For
11	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>	
12	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>	

## APARTMENT INVESTMENT AND MANAGEMENT COMPANY

<b>Meeting Date:</b> 05/01/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 03748R101
<b>Record Date:</b> 02/20/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 03748R101		

**Shares Voted:** 95

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## APARTMENT INVESTMENT AND MANAGEMENT COMPANY

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors  <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	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 4.27% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
5	Amend Stock Ownership Limitations  <i>Voter Rationale: This proposal amends the company's articles. The changes are in the best interest of shareholders. A vote is cast in favor.</i>	For

## Apple Inc.

Meeting Date: 02/13/2018

Country: USA

Primary Security ID: 037833100

Record Date: 12/15/2017

Meeting Type: Annual

Primary CUSIP: 037833100

Shares Voted: 3,109

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director James Bell  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	For
1b	Elect Director Tim Cook	For
1c	Elect Director Al Gore	For
1d	Elect Director Bob Iger	Against
1e	Elect Director Andrea Jung	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Apple Inc.

Proposal Number	Proposal Text	Vote Instruction
1f	Elect Director Art Levinson	For
1g	Elect Director Ron Sugar	For
1h	Elect Director Sue Wagner	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Amend Non-Employee Director Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal adds shares to an existing stock plan for outside directors. The plan is not a good one because it does not award stock on the basis of company performance or director attendance. A vote is cast against the proposal.</i>	
5	Proxy Access Amendments	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	Establish Human Rights Committee	For
	<i>Voter Rationale: This shareholder proposal recommends that the company establish a human rights committee to enhance its policy and practice on human rights. The proponent has turned a spotlight on the company's operations in China where the proponent claims the company has acquiesced to the government's demand that it remove applications that would help users evade government censorship. In response, the company said it does not have a choice in ignoring the laws of any country and that it has in place a means to monitor human rights through its Audit Committee and Supplier Responsibility team. The proxy statement dated 12-27-17 lists the responsibilities of the AC however, oversight/monitoring of human rights is not included. The company's operations are worldwide in scope and there are some countries in which it conducts business that give short shrift to human rights. Establishment of a board committee dedicated to human rights oversight/monitoring would help to lessen the possibility of headline risk to the company's reputation and subsequent decrement to shareholder value. A vote is cast in favor of the proposal.</i>	

## Applied Materials, Inc.

Meeting Date: 03/08/2018

Country: USA

Primary Security ID: 038222105

Record Date: 01/10/2018

Meeting Type: Annual

Primary CUSIP: 038222105

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Applied Materials, Inc.

Shares Voted: 644

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Judy Bruner	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Xun (Eric) Chen	For
1c	Elect Director Aart J. de Geus	For
1d	Elect Director Gary E. Dickerson	For
1e	Elect Director Stephen R. Forrest	For
1f	Elect Director Thomas J. Iannotti	For
1g	Elect Director Alexander A. Karsner	For
1h	Elect Director Adrianna C. Ma	For
1i	Elect Director Scott A. McGregor	For
1j	Elect Director Dennis D. Powell	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	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>	
4	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>	
5	Adopt Policy to Annually Disclose EEO-1 Data	For
	<i>Voter Rationale: This proposal seeks a report from the Company on its Equal Employment policies and practices. The Company asserts it is in full compliance with all legal requirements. This report would be a good way for it to check on that. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Aptiv PLC

**Meeting Date:** 04/26/2018

**Country:** Jersey

**Primary Security ID:** G6095L109

**Record Date:** 02/28/2018

**Meeting Type:** Annual

**Primary CUSIP:** N/A

**Shares Voted:** 161

Proposal Number	Proposal Text	Vote Instruction
1	Elect Director Kevin P. Clark <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
2	Elect Director Nancy E. Cooper	For
3	Elect Director Frank J. Dellaquila	For
4	Elect Director Nicholas M. Donofrio	For
5	Elect Director Mark P. Frissora	For
6	Elect Director Rajiv L. Gupta	For
7	Elect Director Sean O. Mahoney	For
8	Elect Director Colin J. Parris	For
9	Elect Director Ana G. Pinczuk	For
10	Elect Director Thomas W. Sidlik	For
11	Elect Director Lawrence A. Zimmerman	For
12	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
13	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted 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
14	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: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Archer-Daniels-Midland Company

**Meeting Date:** 05/03/2018

**Country:** USA

**Primary Security ID:** 039483102

**Record Date:** 03/12/2018

**Meeting Type:** Annual

**Primary CUSIP:** 039483102

**Shares Voted:** 294

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Alan L. Boeckmann  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. 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 cast in favor of all outsiders and withheld from the insiders and the nominee with overboarding.</i>	For
1.2	Elect Director Michael S. Burke	For
1.3	Elect Director Terrell K. Crews	For
1.4	Elect Director Pierre Dufour	For
1.5	Elect Director Donald E. Felsing	For
1.6	Elect Director Suzan F. Harrison	Against
1.7	Elect Director Juan R. Luciano	For
1.8	Elect Director Patrick J. Moore	For
1.9	Elect Director Francisco J. Sanchez	For
1.10	Elect Director Debra A. Sandler	For
1.11	Elect Director Daniel T. Shih	For
1.12	Elect Director Kelvin R. Westbrook	Against
2	Ratify Ernst & Young LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Archer-Daniels-Midland Company

Proposal Number	Proposal Text	Vote Instruction
4	Approve Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal establishes an employee stock ownership plan which will give an equity stake in the company to all fulltime and many part-time employees, thus encouraging quality work. This is in the best interest of shareholders. A vote is cast in favor.</i>	For
5	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For

### Arconic Inc.

<b>Meeting Date:</b> 05/16/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 03965L100
<b>Record Date:</b> 03/21/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 03965L100		
<b>Shares Voted:</b> 224		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director James F. Albaugh <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Amy E. Alving	For
1.3	Elect Director Christopher L. Ayers	For
1.4	Elect Director Charles "Chip" Blankenship	For
1.5	Elect Director Arthur D. Collins, Jr.	For
1.6	Elect Director Elmer L. Doty	For
1.7	Elect Director Rajiv L. Gupta	For
1.8	Elect Director David P. Hess	For
1.9	Elect Director Sean O. Mahoney	For
1.10	Elect Director David J. Miller	For
1.11	Elect Director E. Stanley O'Neal	For
1.12	Elect Director John C. Plant	For
1.13	Elect Director Ulrich R. Schmidt	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Arconic Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Amend Omnibus Stock Plan  <i>Voter Rationale: A stock plan for key executives is amended by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the amendment.</i>	Against
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting  <i>Voter Rationale: This proposal reduces the threshold at which shareholders can call a special meeting from 25% to 10% of outstanding common stock. This change is in the best interest of shareholders. A vote is cast for the proposal.</i>	For

### Ares Capital Corporation

Meeting Date: 05/14/2018

Country: USA

Primary Security ID: 04010L103

Record Date: 03/16/2018

Meeting Type: Special

Primary CUSIP: 04010L103

Shares Voted: 147

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Ares Capital Corporation

**Meeting Date:** 05/14/2018

**Country:** USA

**Primary Security ID:** 04010L103

**Record Date:** 03/16/2018

**Meeting Type:** Annual

**Primary CUSIP:** 04010L103

**Shares Voted:** 147

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Steve Bartlett	Against
	<i>Voter Rationale: A vote is cast to withhold on all nominees except for those nominees who are new to the board because the board's actions diminished shareholder rights without shareholder approval.</i>	
1b	Elect Director Robert L. Rosen	Against
1c	Elect Director Bennett Rosenthal	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>	

## Arthur J. Gallagher & Co.

**Meeting Date:** 05/15/2018

**Country:** USA

**Primary Security ID:** 363576109

**Record Date:** 03/20/2018

**Meeting Type:** Annual

**Primary CUSIP:** 363576109

**Shares Voted:** 96

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Sherry S. Barrat	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director William L. Bax	For
1c	Elect Director D. John Coldman	For
1d	Elect Director Frank E. English, Jr.	For
1e	Elect Director J. Patrick Gallagher, Jr.	For
1f	Elect Director Elbert O. Hand	For
1g	Elect Director David S. Johnson	For
1h	Elect Director Kay W. McCurdy	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Arthur J. Gallagher & Co.

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

### Assurant, Inc.

**Meeting Date:** 05/10/2018      **Country:** USA      **Primary Security ID:** 04621X108  
**Record Date:** 03/16/2018      **Meeting Type:** Annual

**Primary CUSIP:** 04621X108

**Shares Voted:** 28

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Elaine D. Rosen	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Howard L. Carver	For
1c	Elect Director Juan N. Cento	For
1d	Elect Director Alan B. Colberg	For
1e	Elect Director Elyse Douglas	For
1f	Elect Director Harriet Edelman	For
1g	Elect Director Lawrence V. Jackson	For
1h	Elect Director Charles J. Koch	For
1i	Elect Director Jean-Paul L. Montupet	For
1j	Elect Director Debra J. Perry	For
1k	Elect Director Paul J. Reilly	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Assurant, Inc.

Proposal Number	Proposal Text	Vote Instruction
1	Elect Director Robert W. Stein	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

### AT&T Inc.

<b>Meeting Date:</b> 04/27/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 00206R102
<b>Record Date:</b> 02/27/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 00206R102		
<b>Shares Voted:</b> 3,710		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Randall L. Stephenson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	For
1.2	Elect Director Samuel A. Di Piazza, Jr.	For
1.3	Elect Director Richard W. Fisher	For
1.4	Elect Director Scott T. Ford	Against
1.5	Elect Director Glenn H. Hutchins	For
1.6	Elect Director William E. Kennard	For
1.7	Elect Director Michael B. McCallister	For
1.8	Elect Director Beth E. Mooney	For
1.9	Elect Director Joyce M. Roche	For
1.10	Elect Director Matthew K. Rose	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### AT&T Inc.

Proposal Number	Proposal Text	Vote Instruction
1.11	Elect Director Cynthia B. Taylor	Against
1.12	Elect Director Laura D'Andrea Tyson	For
1.13	Elect Director Geoffrey Y. Yang	Against
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Amend Stock Purchase and Deferral Plan	Against
	<i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all full-time and many part-time workers, thus encouraging quality work. The plan is not intended to qualify as employee stock purchase plan under Section 423 of the Internal Revenue Code. This is not in the best interests of shareholders. Therefore, a vote is cast against.</i>	
5	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 3.51% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
6	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	
7	Amend Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	
8	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>	
9	Provide Right to Act by Written Consent	For
	<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Autodesk, Inc.

**Meeting Date:** 06/12/2018

**Country:** USA

**Primary Security ID:** 052769106

**Record Date:** 04/16/2018

**Meeting Type:** Annual

**Primary CUSIP:** 052769106

**Shares Voted:** 116

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Andrew Anagnost	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1b	Elect Director Crawford W. Beveridge	For
1c	Elect Director Karen Blasing	For
1d	Elect Director Reid French	Against
1e	Elect Director Mary T. McDowell	Against
1f	Elect Director Lorrie M. Norrington	For
1g	Elect Director Betsy Rafael	For
1h	Elect Director Stacy J. Smith	Against
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	

## Automatic Data Processing, Inc.

**Meeting Date:** 11/06/2018

**Country:** USA

**Primary Security ID:** 053015103

**Record Date:** 09/07/2018

**Meeting Type:** Annual

**Primary CUSIP:** 053015103

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Automatic Data Processing, Inc.

Shares Voted: 281

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Peter Bisson	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 Richard T. Clark	For
1c	Elect Director Eric C. Fast	For
1d	Elect Director Linda R. Gooden	For
1e	Elect Director Michael P. Gregoire	For
1f	Elect Director R. Glenn Hubbard	For
1g	Elect Director John P. Jones	For
1h	Elect Director Thomas J. Lynch	For
1i	Elect Director Scott F. Powers	For
1j	Elect Director William J. Ready	For
1k	Elect Director Carlos A. Rodriguez	For
1l	Elect Director Sandra S. Wijnberg	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	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 7.94% 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 proposal.</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>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### AutoZone, Inc.

**Meeting Date:** 12/19/2018

**Country:** USA

**Primary Security ID:** 053332102

**Record Date:** 10/22/2018

**Meeting Type:** Annual

**Primary CUSIP:** 053332102

**Shares Voted:** 17

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

### AvalonBay Communities, Inc.

**Meeting Date:** 05/23/2018

**Country:** USA

**Primary Security ID:** 053484101

**Record Date:** 03/09/2018

**Meeting Type:** Annual

**Primary CUSIP:** 053484101

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### AvalonBay Communities, Inc.

Shares Voted: 73

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Glyn F. Aepfel	Against
	<i>Voter Rationale: A vote is cast to withhold on all nominees except for those nominees who are new to the board because the board's actions diminished shareholder rights without shareholder approval.</i>	
1b	Elect Director Terry S. Brown	Against
1c	Elect Director Alan B. Buckelew	Against
1d	Elect Director Ronald L. Havner, Jr.	Against
1e	Elect Director Stephen P. Hills	For
1f	Elect Director Richard J. Lieb	Against
1g	Elect Director Timothy J. Naughton	Against
1h	Elect Director Peter S. Rummell	Against
1i	Elect Director H. Jay Sarles	Against
1j	Elect Director Susan Swanezy	Against
1k	Elect Director W. Edward Walter	Against
2	Ratify Ernst & Young as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	

### Avery Dennison Corporation

Meeting Date: 04/26/2018

Country: USA

Primary Security ID: 053611109

Record Date: 02/26/2018

Meeting Type: Annual

Primary CUSIP: 053611109

Shares Voted: 53

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Bradley A. Alford	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Avery Dennison 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. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	
1b	Elect Director Anthony K. Anderson	For
1c	Elect Director Peter K. Barker	For
1d	Elect Director Mitchell R. Butier	For
1e	Elect Director Ken C. Hicks	For
1f	Elect Director Andres A. Lopez	Against
1g	Elect Director David E.I. Pyott	For
1h	Elect Director Dean A. Scarborough	For
1i	Elect Director Patrick T. Siewert	For
1j	Elect Director Julia A. Stewart	For
1k	Elect Director Martha N. Sullivan	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

### Baker Hughes, a GE company

<b>Meeting Date:</b> 05/11/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 05722G100
<b>Record Date:</b> 03/19/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 05722G100		
<b>Shares Voted:</b> 225		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director W. Geoffrey Beattie	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Baker Hughes, a GE company

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1b	Elect Director Gregory D. Brenneman	For
1c	Elect Director Clarence P. Cazalot, Jr.	For
1d	Elect Director Martin S. Craighead	Withhold
1e	Elect Director Lynn L. Elsenhans	For
1f	Elect Director Jamie S. Miller	Withhold
1g	Elect Director James J. Mulva	For
1h	Elect Director John G. Rice	Withhold
1i	Elect Director Lorenzo Simonelli	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	Approve Nonqualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal establishes an employee stock ownership plan which will give an equity stake in the company to all fulltime and many part-time employees, thus encouraging quality work. This is in the best interest of shareholders. A vote is cast in favor.</i>	
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>	

## Ball Corporation

Meeting Date: 04/25/2018

Country: USA

Primary Security ID: 058498106

Record Date: 03/01/2018

Meeting Type: Annual

Primary CUSIP: 058498106

Shares Voted: 212

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert W. Alspaugh	Withhold

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Ball Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: A vote is cast to withhold on all nominees except for those nominees who are new to the board because the board's actions diminished shareholder rights without shareholder approval.</i>	
1.2	Elect Director Michael J. Cave	Withhold
1.3	Elect Director Pedro Henrique Mariani	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against 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>	

### Bank of America Corporation

<b>Meeting Date:</b> 04/25/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 060505104
<b>Record Date:</b> 03/02/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 060505104		
<b>Shares Voted:</b> 5,862		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Sharon L. Allen	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and for all other nominees.</i>	
1b	Elect Director Susan S. Bies	For
1c	Elect Director Jack O. Bovender, Jr.	For
1d	Elect Director Frank P. Bramble, Sr.	For
1e	Elect Director Pierre J.P. de Weck	For
1f	Elect Director Arnold W. Donald	Against
1g	Elect Director Linda P. Hudson	For
1h	Elect Director Monica C. Lozano	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Bank of America Corporation

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Thomas J. May	Against
1j	Elect Director Brian T. Moynihan	For
1k	Elect Director Lionel L. Nowell, III	For
1l	Elect Director Michael D. White	For
1m	Elect Director Thomas D. Woods	Against
1n	Elect Director R. David Yost	For
1o	Elect Director Maria T. Zuber	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	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>		

## BASF SE

**Meeting Date:** 05/04/2018      **Country:** Germany      **Primary Security ID:** D06216317  
**Record Date:** 03/27/2018      **Meeting Type:** Annual

**Primary CUSIP:** D06216101

**Shares Voted:** 5

Proposal Number	Proposal Text	Vote Instruction
	Meeting for ADR Holders	
1	Receive Financial Statements and Statutory Reports for Fiscal 2017 (Non-Voting)	
2	Approve Allocation of Income and Dividends of EUR 3.10 per Share	For
<i>Voter Rationale: This proposal seeks approval of the company's allocation of dividends. The allocation of dividends is normally in the best interests of shareholders and no objection has been made. A vote is cast in favor.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## BASF SE

Proposal Number	Proposal Text	Vote Instruction
3	Approve Discharge of Supervisory Board for Fiscal 2017 <i>Voter Rationale: The discharge of the supervisory board is a procedural matter. A vote in favor is cast.</i>	For
4	Approve Discharge of Management Board for Fiscal 2017 <i>Voter Rationale: The discharge of the management board and/or directors is a procedural matter. A vote in favor is cast.</i>	For
5	Ratify KPMG AG as Auditors for Fiscal 2018 <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is 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	Approve Remuneration System for Management Board Members <i>Voter Rationale: This proposal seeks shareholder advice on the Company's remuneration policy. The policy does contain some provisions that are materially adverse to shareholder interests (e.g., a golden parachute, excessive compensation, lack of independence on the remuneration committee, lack of specific and challenging performance standards, excessive dilution to current shareholder equity, retesting of performance standards). Therefore, a vote is cast against.</i>	Against

## Baxter International Inc.

**Meeting Date:** 05/08/2018      **Country:** USA      **Primary Security ID:** 071813109  
**Record Date:** 03/15/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 071813109

**Shares Voted:** 264

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jose (Joe) E. Almeida <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 F. Chen	For
1c	Elect Director John D. Forsyth	For
1d	Elect Director James R. Gavin, III	For
1e	Elect Director Peter S. Hellman	For
1f	Elect Director Munib Islam	For
1g	Elect Director Michael F. Mahoney	For
1h	Elect Director Stephen N. Oesterle	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Baxter International Inc.

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Carole J. Shapazian	For
1j	Elect Director Cathy R. Smith	For
1k	Elect Director Thomas T. Stallkamp	For
1l	Elect Director Albert P.L. Stroucken	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	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>		
5	Provide Right to Act by Written Consent	For
<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>		

## BB&T Corporation

**Meeting Date:** 04/24/2018

**Country:** USA

**Primary Security ID:** 054937107

**Record Date:** 02/14/2018

**Meeting Type:** Annual

**Primary CUSIP:** 054937107

**Shares Voted:** 477

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## BB&T Corporation

Proposal Number	Proposal Text	Vote Instruction
1.4	Elect Director I. Patricia Henry	For
1.5	Elect Director Eric C. Kendrick	For
1.6	Elect Director Kelly S. King	For
1.7	Elect Director Louis B. Lynn	For
1.8	Elect Director Charles A. Patton	For
1.9	Elect Director Nido R. Qubein	For
1.10	Elect Director William J. Reuter	For
1.11	Elect Director Tollie W. Rich, Jr.	For
1.12	Elect Director Christine Sears	For
1.13	Elect Director Thomas E. Skains	For
1.14	Elect Director Thomas N. Thompson	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against 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	Eliminate Supermajority Vote Requirement	For
	<i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	

## Becton, Dickinson and Company

Meeting Date: 01/23/2018

Country: USA

Primary Security ID: 075887109

Record Date: 12/08/2017

Meeting Type: Annual

Primary CUSIP: 075887109

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Becton, Dickinson and Company

Shares Voted: 137

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Catherine M. Burzik	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1.2	Elect Director R. Andrew Eckert	Against
1.3	Elect Director Vincent A. Forlenza	For
1.4	Elect Director Claire M. Fraser	Against
1.5	Elect Director Christopher Jones	For
1.6	Elect Director Marshall O. Larsen	For
1.7	Elect Director Gary A. Mecklenburg	For
1.8	Elect Director David F. Melcher	Against
1.9	Elect Director Willard J. Overlock, Jr.	For
1.10	Elect Director Claire Pomeroy	Against
1.11	Elect Director Rebecca W. Rimel	For
1.12	Elect Director Timothy M. Ring	For
1.13	Elect Director Bertram L. Scott	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>	
4	Amend Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Berkshire Hathaway Inc.

Meeting Date: 05/05/2018

Country: USA

Primary Security ID: 084670702

Record Date: 03/07/2018

Meeting Type: Annual

Primary CUSIP: 084670702

Shares Voted: 1,012

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Warren E. Buffett	Withhold
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of 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 Charles T. Munger	Withhold
1.3	Elect Director Gregory E. Abel	Withhold
1.4	Elect Director Howard G. Buffett	Withhold
1.5	Elect Director Stephen B. Burke	For
1.6	Elect Director Susan L. Decker	For
1.7	Elect Director William H. Gates, III	For
1.8	Elect Director David S. Gottesman	For
1.9	Elect Director Charlotte Guyman	For
1.10	Elect Director Ajit Jain	Withhold
1.11	Elect Director Thomas S. Murphy	For
1.12	Elect Director Ronald L. Olson	Withhold
1.13	Elect Director Walter Scott, Jr.	For
1.14	Elect Director Meryl B. Witmer	For
2	Report on Methane Emissions Management, Including Reduction Targets	For
	<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce 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>	
3	Report on Sustainability	For
	<i>Voter Rationale: This proposal requests the Board to prepare a "sustainability" (how companies interact with their workers and the communities where they operate, source and sell their products) report which will include a review of current Company policies and practices related to social, environmental and economic sustainability and a summary of long-term plans to integrate sustainability objectives throughout the Company's operations. The proponent states that good corporate citizenship goes beyond the traditional business functions of creating jobs and paying taxes, to include corporate practices designed to protect human rights, worker rights, and the environment, and a commitment to pay a sustainable living wage to its employees and workers of suppliers. Such a report would provide shareholders with useful information in evaluating Company's plans, policies, and practices. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Best Buy Co., Inc.

**Meeting Date:** 06/12/2018

**Country:** USA

**Primary Security ID:** 086516101

**Record Date:** 04/16/2018

**Meeting Type:** Annual

**Primary CUSIP:** 086516101

**Shares Voted:** 134

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lisa M. Caputo <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 J. Patrick Doyle	For
1c	Elect Director Russell P. Fradin	For
1d	Elect Director Kathy J. Higgins Victor	For
1e	Elect Director Hubert Joly	For
1f	Elect Director David W. Kenny	For
1g	Elect Director Karen A. McLoughlin	For
1h	Elect Director Thomas L. "Tommy" Millner	For
1i	Elect Director Claudia F. Munce	For
1j	Elect Director Richelle P. Parham	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

## Biogen Inc.

**Meeting Date:** 06/12/2018

**Country:** USA

**Primary Security ID:** 09062X103

**Record Date:** 04/17/2018

**Meeting Type:** Annual

**Primary CUSIP:** 09062X103

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Biogen Inc.

Shares Voted: 112

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Alexander J. Denner	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 Caroline D. Dorsa	For
1c	Elect Director Nancy L. Leaming	For
1d	Elect Director Richard C. Mulligan	For
1e	Elect Director Robert W. Pangia	For
1f	Elect Director Stelios Papadopoulos	For
1g	Elect Director Brian S. Posner	For
1h	Elect Director Eric K. Rowinsky	For
1i	Elect Director Lynn Schenk	For
1j	Elect Director Stephen A. Sherwin	For
1k	Elect Director Michel Vounatsos	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Amend 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: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Biogen Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	For
<i>Voter Rationale: This shareholder proposal asks the board to provide an annual report on the extent to which risks related to public concern over drug pricing are included into the company's executive incentive compensation plans. The proponent cites a Credit Suisse report that U.S. drug price rises contributed to 100% of industry EPS growth in 2016 and the company had the greatest risk of pricing pressures among major pharmaceuticals. The company is transitioning to a specialty bio-pharmaceutical company (drugs costing more than \$600.00 a month) and according to the proponent, the company non-GAP earnings per share is a metric used for the annual bonus. The company's proxy statement does not specifically address how financial metrics may be impacted by drug pricing or may affect decisions relating to drug pricing. Therefore, a vote is cast in favor of the proposal.</i>		

### BlackRock, Inc.

<b>Meeting Date:</b> 05/23/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 09247X101
<b>Record Date:</b> 03/29/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 09247X101		
<b>Shares Voted:</b> 65		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Mathis Cabialavetta	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 Pamela Daley	For
1c	Elect Director William S. Demchak	For
1d	Elect Director Jessica P. Einhorn	For
1e	Elect Director Laurence D. Fink	For
1f	Elect Director William E. Ford	For
1g	Elect Director Fabrizio Freda	For
1h	Elect Director Murry S. Gerber	For
1i	Elect Director Margaret L. Johnson	For
1j	Elect Director Robert S. Kapito	For
1k	Elect Director Deryck Maughan	For
1l	Elect Director Cheryl D. Mills	For
1m	Elect Director Gordon M. Nixon	For
1n	Elect Director Charles H. Robbins	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## BlackRock, Inc.

Proposal Number	Proposal Text	Vote Instruction
1o	Elect Director Ivan G. Seidenberg	For
1p	Elect Director Marco Antonio Slim Domit	For
1q	Elect Director Susan L. Wagner	For
1r	Elect Director Mark 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	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 9.58% 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 amendment.</i>		
4	Ratify Deloitte LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
5	Report on Lobbying Payments and Policy	For
<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>		

## Booking Holdings Inc.

Meeting Date: 06/07/2018

Country: USA

Primary Security ID: 09857L108

Record Date: 04/12/2018

Meeting Type: Annual

Primary CUSIP: 09857L108

Shares Voted: 26

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Booking Holdings Inc.

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director Jeffery H. Boyd	For
1.3	Elect Director Jeffrey E. Epstein	For
1.4	Elect Director Glenn D. Fogel	For
1.5	Elect Director Mirian Graddick-Weir	For
1.6	DElect irector James M. Guyette	For
1.7	Elect Director Robert J. Mylod, Jr.	For
1.8	Elect Director Charles H. Noski	For
1.9	Elect Director Nancy B. Peretsman	For
1.10	Elect Director Nicholas J. Read	For
1.11	Elect Director Thomas E. Rothman	For
1.12	Elect Director Craig W. Rydin	For
1.13	Elect Director Lynn M. Vojvodich	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	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	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>	

### BorgWarner Inc.

Meeting Date: 04/25/2018

Country: USA

Primary Security ID: 099724106

Record Date: 03/01/2018

Meeting Type: Annual

Primary CUSIP: 099724106

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## BorgWarner Inc.

Shares Voted: 120

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Jan Carlson	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 Dennis C. Cuneo	For
1C	Elect Director Michael S. Hanley	For
1D	Elect Director Roger A. Krone	For
1E	Elect Director John R. McKernan, Jr.	For
1F	Elect Director Alexis P. Michas	For
1G	Elect Director Vicki L. Sato	For
1H	Elect Director Thomas T. Stallkamp	For
1I	Elect Director James R. Verrier	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 PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 4.41% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
5	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>	
6	Provide Right to Act by Written Consent	For
	<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### BorgWarner Inc.

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

### Boston Properties, Inc.

<b>Meeting Date:</b> 05/23/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 101121101
<b>Record Date:</b> 03/28/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 101121101		
<b>Shares Voted:</b> 81		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Kelly A. Ayotte	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 Bruce W. Duncan	For
1.3	Elect Director Karen E. Dykstra	For
1.4	Elect Director Carol B. Einiger	For
1.5	Elect Director Jacob A. Frenkel	For
1.6	Elect Director Joel I. Klein	For
1.7	Elect Director Douglas T. Linde	For
1.8	Elect Director Matthew J. Lustig	For
1.9	Elect Director Owen D. Thomas	For
1.10	Elect Director Martin Turchin	For
1.11	Elect Director David A. Twardock	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Boston Properties, Inc.

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

### Boston Scientific Corporation

Meeting Date: 05/10/2018      Country: USA      Primary Security ID: 101137107  
Record Date: 03/16/2018      Meeting Type: Annual

Primary CUSIP: 101137107

Shares Voted: 722

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Nelda J. Connors	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Charles J. Dockendorff	For
1c	Elect Director Yoshiaki Fujimori	For
1d	Elect Director Donna A. James	For
1e	Elect Director Edward J. Ludwig	For
1f	Elect Director Stephen P. MacMillan	For
1g	Elect Director Michael F. Mahoney	For
1h	Elect Director David J. Roux	For
1i	Elect Director John E. Sununu	For
1j	Elect Director Ellen M. Zane	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	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: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Boston Scientific Corporation

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

## Brighthouse Financial, Inc.

**Meeting Date:** 05/23/2018      **Country:** USA      **Primary Security ID:** 10922N103  
**Record Date:** 03/26/2018      **Meeting Type:** Annual

**Primary CUSIP:** 10922N103

**Shares Voted:** 51

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John D. McCallion	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 Diane E. Offereins	For
1c	Elect Director Patrick J. 'Pat' Shouvlin	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. This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Brighthouse Financial, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Approve Omnibus Stock Plan  <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 5.84% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
6	Approve Non-Employee Director Omnibus Stock Plan  <i>Voter Rationale: This proposal establishes a stock plan for outside directors. Stock is granted without regard to company performance or director attendance. That is not in the best interests of shareholders. A vote is cast against.</i>	Against
7	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

## Bristol-Myers Squibb Company

Meeting Date: 05/01/2018

Country: USA

Primary Security ID: 110122108

Record Date: 03/14/2018

Meeting Type: Annual

Primary CUSIP: 110122108

Shares Voted: 861

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Peter J. Arduini  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Jose Baselga	For
1C	Elect Director Robert J. Bertolini	For
1D	Elect Director Giovanni Caforio	For
1E	Elect Director Matthew W. Emmens	For
1F	Elect Director Michael Grobstein	For
1G	Elect Director Alan J. Lacy	For
1H	Elect Director Dinesh C. Paliwal	For
1I	Elect Director Theodore R. Samuels	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Vote Instruction
1J	Elect Director Gerald L. Storch	For
1K	Elect Director Vicki L. Sato	For
1L	Elect Director Karen H. Vousden	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
4	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	For
	<i>Voter Rationale: This shareholder proposal asks the board to provide an annual report on the extent to which risks related to public concern over drug pricing are included into the company's executive incentive compensation plans. The proponent cites a Credit Suisse report that U.S. drug price rises contributed to 100% of industry EPS growth in 2016 and the company had the greatest risk of pricing pressures among major pharmaceuticals. The company is transitioning to a specialty biopharmaceutical company (drugs costing more than \$600.00 a month) and according to the proponent, the company non-GAP earnings per share is a metric used for the annual bonus. The company's proxy statement does not specifically address how financial metrics may be impacted by drug pricing or may affect decisions relating to drug pricing. Therefore, a vote is cast in favor of the proposal.</i>	
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	

## Broadcom Limited

Meeting Date: 03/23/2018

Country: Singapore

Primary Security ID: Y09827109

Record Date: 03/05/2018

Meeting Type: Court

Primary CUSIP: Y0486S104

Shares Voted: 214

Proposal Number	Proposal Text	Vote Instruction
	Court-Ordered Meeting for Shareholders	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Broadcom Limited

Proposal Number	Proposal Text	Vote Instruction
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1	Approve Scheme of Arrangement	Abstain
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*Voter Rationale: This proposal asks shareholders to approve changing the company's incorporation from Singapore to Delaware. The company announced that it would re-domicile to the United States in November of 2017. According to the company, the re-incorporation makes sense because the company's operations have become more focused in the United States and the tax cost of being a U.S. based multi-national corporation has decreased materially as a result of U.S. corporate tax reform. The issued ordinary shares in the capital of the company will be exchanged on a one-for one basis for newly issued shares of common stock of Broadcom-Delaware. Broadcom-Delaware's shares will be traded on the NASDAQ Global Select Market. The company has been rebuffed in its attempt to purchase a rival in the chip making business, Qualcomm Inc. (a U.S. based company) and it initiated a contest on Dec. 4, 2017. The contested meeting was to take place on March 6th but, was cancelled because the Committee on Foreign Investment in the U.S. said it wanted to review the transaction. Qualcomm rescheduled the meeting for April 5th. In our Email to you on March 1st, we recommended support for Qualcomm's slate and we now advise that a vote be cast to abstain on the re-incorporation proposal so that we can review the Committee on Foreign Investment's decision.*

## Broadcom Limited

**Meeting Date:** 04/04/2018      **Country:** Singapore      **Primary Security ID:** Y09827109  
**Record Date:** 02/12/2018      **Meeting Type:** Annual

**Primary CUSIP:** Y0486S104

**Shares Voted:** 246

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

1b	Elect Director James V. Diller	For
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1c	Elect Director Gayla J. Delly	For
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1d	Elect Director Lewis C. Eggebrecht	For
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1e	Elect Director Kenneth Y. Hao	For
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1f	Elect Director Eddy W. Hartenstein	For
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1g	Elect Director Check Kian Low	For
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1h	Elect Director Donald Macleod	For
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1i	Elect Director Peter J. Marks	For
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1j	Elect Director Henry Samuelli	For
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## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Broadcom Limited

Proposal Number	Proposal Text	Vote Instruction
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against the appointment of auditors.</i>	Against
3	Approve Issuance of Shares With or Without Preemptive Rights  <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). This concept is expensive, cumbersome and, in view of modern trading practices, unnecessary. The shares involved are not excessive. A yes vote is cast.</i>	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. The structure of the CEO's compensation raises concerns: grants of performance share units have multiple vesting opportunities and performance targets that are not challenging. Therefore, a vote is cast against this proposal.</i>	Against

## Broadridge Financial Solutions, Inc.

<b>Meeting Date:</b> 11/08/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 11133T103
<b>Record Date:</b> 09/17/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 11133T103		
<b>Shares Voted:</b> 76		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Leslie A. Brun  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Pamela L. Carter	For
1c	Elect Director Richard J. Daly	For
1d	Elect Director Robert N. Duels	For
1e	Elect Director Brett A. Keller	For
1f	Elect Director Stuart R. Levine	For
1g	Elect Director Maura A. Markus	For
1h	Elect Director Thomas J. Perna	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Broadridge Financial Solutions, Inc.

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Alan J. Weber	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	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 13.56% 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	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>		

### Brunswick Corporation

Meeting Date: 05/02/2018

Country: USA

Primary Security ID: 117043109

Record Date: 03/05/2018

Meeting Type: Annual

Primary CUSIP: 117043109

Shares Voted: 2

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Manuel A. Fernandez	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Mark D. Schwabero	For
1c	Elect Director David V. Singer	For
1d	Elect Director J. Steven Whisler	For
2	Declassify the Board of Directors	For
<i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Brunswick Corporation

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

## C.H. Robinson Worldwide, Inc.

Meeting Date: 05/10/2018

Country: USA

Primary Security ID: 12541W209

Record Date: 03/14/2018

Meeting Type: Annual

Primary CUSIP: 12541W209

Shares Voted: 73

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Scott P. Anderson  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Robert Ezrilov	For
1c	Elect Director Wayne M. Fortun	For
1d	Elect Director Timothy C. Gokey	For
1e	Elect Director Mary J. Steele Guilfoile	For
1f	Elect Director Jodee A. Kozlak	For
1g	Elect Director Brian P. Short	For
1h	Elect Director James B. Stake	For
1i	Elect Director John P. Wiehoff	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: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### C.H. Robinson Worldwide, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors  <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
4	Report on Feasibility of Adopting GHG Disclosure and Management  <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For

### CA, Inc.

**Meeting Date:** 08/08/2018      **Country:** USA      **Primary Security ID:** 12673P105  
**Record Date:** 06/11/2018      **Meeting Type:** Annual

**Primary CUSIP:** 12673P105

**Shares Voted:** 165

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jens Alder  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Nancy A. Altobello	For
1.3	Elect Director Raymond J. Bromark	For
1.4	Elect Director Michael P. Gregoire	For
1.5	Elect Director Jean M. Hobby	For
1.6	Elect Director Rohit Kapoor	For
1.7	Elect Director Jeffrey G. Katz	For
1.8	Elect Director Kay Koplovitz	For
1.9	Elect Director Christopher B. Lofgren	For
1.10	Elect Director Richard Sulpizio	For
2	Ratify KPMG LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### CA, Inc.

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

### CA, Inc.

**Meeting Date:** 09/12/2018      **Country:** USA      **Primary Security ID:** 12673P105  
**Record Date:** 08/09/2018      **Meeting Type:** Special

**Primary CUSIP:** 12673P105

**Shares Voted:** 166

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement  <i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by Broadcom, Inc. for \$18.6 billion in cash. The Company is in the software business and Broadcom provides digital and analog semiconductor connectivity solutions. The Board recommends shareholder approval because: the belief that the per share cash consideration amount of \$44.50 is the highest amount that Broadcom will pay; the opinion that no other entities would have the ability or inclination to purchase the company at a higher price; and the consideration amount compares favorably to estimates of the present value of the company's common stock per a discounted flow analysis of estimated future earnings projections. Per the terms of the merger, each share of company stock will receive \$44.50 in cash, which represents a premium of 19.6% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Qatalyst Partners that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i>	For
2	Adjourn Meeting  <i>Voter Rationale: This proposal seeks to adjourn the meeting to obtain additional proxies if necessary, in order to support the merger. Since we support the merger, a vote is cast in favor.</i>	For
3	Advisory Vote on Golden Parachutes  <i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: for accelerated vesting of unvested equity awards in an amount that is excessive. Therefore, a vote is cast against.</i>	Against

### Cabot Oil & Gas Corporation

**Meeting Date:** 05/02/2018      **Country:** USA      **Primary Security ID:** 127097103  
**Record Date:** 03/08/2018      **Meeting Type:** Annual

**Primary CUSIP:** 127097103

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Cabot Oil & Gas Corporation

Shares Voted: 243

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Dorothy M. Ables	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 Robert S. Boswell	For
1.4	Elect Director Amanda M. Brock	For
1.5	Elect Director Dan O. Dinges	For
1.6	Elect Director Robert Kelley	For
1.7	Elect Director W. Matt Ralls	For
1.8	Elect Director Marcus A. Watts	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against 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>	

## CADENCE DESIGN SYSTEMS, INC.

Meeting Date: 05/03/2018

Country: USA

Primary Security ID: 127387108

Record Date: 03/06/2018

Meeting Type: Annual

Primary CUSIP: 127387108

Shares Voted: 149

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Mark W. Adams	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## CADENCE DESIGN SYSTEMS, 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. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	
1.2	Elect Director Susan L. Bostrom	For
1.3	Elect Director James D. Plummer	For
1.4	Elect Director Alberto Sangiovanni-Vincentelli	For
1.5	Elect Director John B. Shoven	For
1.6	Elect Director Roger S. Siboni	For
1.7	Elect Director Young K. Sohn	For
1.8	Elect Director Lip-Bu Tan	Against
1.9	Elect Director Mary Agnes Wilderotter	For
2	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 11.01% 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	Amend Qualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
5	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: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Campbell Soup Co.

Meeting Date: 11/29/2018

Country: USA

Primary Security ID: 134429109

Record Date: 10/09/2018

Meeting Type: Proxy Contest

Primary CUSIP: 134429109

Shares Voted: 124

Proposal Number	Proposal Text	Vote Instruction
	Management Proxy (Gold Proxy Card)	
1.1	Elect Director Fabiola R. Arredondo	For
	<i>Voter Rationale: The election of twelve nominees to the company's board is being contested by Third Point LLC, a hedge fund with a 7.0% ownership of the company. Third Point has presented a twelve member slate which includes five Third Point candidates and seven management candidates. Third Point's candidates include a partner at Third Point, two executives with marketing experience and two former/current executives with consumer food packaging experience (CFP). The company is in the consumer food packaging business (soup, snacks, beverages, fresh food items) and it was founded by John T. Dorrance. His descendants have a 41% ownership and three of the company's board members are family members. Family members support the incumbent slate except for John T. Dorrance (a 2.8% stake). Among the incumbent board members targeted for removal are two family members, B. Dorrance and M. Malone and three long tenured nominees, ranging from 9 to 16 years. The company's total shareholder return (as of the unaffected date, 06-22-18) for the one and five year period in comparison to its peer group is as follows: 1 Year - Company (26.3%), Peer Group (10.4%); and 5 year - Co. 55.0%, PG 204.8%. The packaged food brand industry is struggling as specialty food stores, fresh food, and online retailers such as Amazon, continue to take market share. However, despite that industry wide headwind, Third Point stated the company has made poor acquisition choices that destroyed shareholder value and neglected its core business soup. For example: in 2012, the company purchased three entities for \$2.04 billion that were engaged in producing fresh food and juices and it discovered there were few synergies between that business and its existing packaged food business. A little over \$1.0 billion of the original investment has been written off. Soup sales (a 59% market share) fell 3.5% between 2012 and 2018 and the company views soup as a mature business, thereby implying further investment in that sector would not lead to an acceptable return. Also, poor customer relationships led to lower soup sales in 2018. The company could not reach an agreement with a large customer (believed to be Walmart) that accounted for 20% of sales in 2017. Third Point's plan to revive the company includes: split the company in two parts, snacks and simple meals/beverages; sell off non-core assets (Pepperidge Farm Frozen Cakes); and grow the soup business. To achieve growth in the soup business, Third Point would introduce more innovation in flavors, ingredients, and packaging. The company's poor performance in comparison to its peer group, the fact that only three out of the twelve current board members have CFP experience; and five of the incumbent board members have tenure in the range of 13 to 29 years; points to the need for a change in the composition of the board to give a strong voice to a new program to kick-start the company's growth. Therefore, a vote will be cast on the dissident slate for all five of that group's candidates and seven management candidates. We were advised by our voting platform provider that our vote could only be processed on the management agenda due to the dissident's settlement with the company.</i>	
1.2	Elect Director Howard M. Averill	For
1.3	Elect Director Bennett Dorrance	Withhold
1.4	Elect Director Maria Teresa (Tessa) Hilado	For
1.5	Elect Director Randall W. Larrimore	Withhold
1.6	Elect Director Marc B. Lautenbach	For
1.7	Elect Director Mary Alice Dorrance Malone	Withhold
1.8	Elect Director Sara Mathew	For
1.9	Elect Director Keith R. McLoughlin	For
1.10	Elect Director Nick Shreiber	Withhold

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Campbell Soup Co.

Proposal Number	Proposal Text	Vote Instruction
1.11	Elect Director Archbold D. van Beuren	For
1.12	Elect Director Les C. Vinney	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
Dissident Proxy (White Proxy Card)		
1.1	Elect Director Sarah Hofstetter	Do Not Vote
<i>Voter Rationale: The election of twelve nominees to the company's board is being contested by Third Point LLC, a hedge fund with a 7.0% ownership of the company. Third Point has presented a twelve member slate which includes five Third Point candidates and seven management candidates. Third Point's candidates include a partner at Third Point, two executives with marketing experience and two former/current executives with consumer food packaging experience (CFP). The company is in the consumer food packaging business (soup, snacks, beverages, fresh food items) and it was founded by John T. Dorrance. His descendants have a 41% ownership and three of the company's board members are family members. Family members support the incumbent slate except for John T. Dorrance (a 2.8% stake). Among the incumbent board members targeted for removal are two family members, B. Dorrance and M. Malone and three long tenured nominees, ranging from 9 to 16 years. The company's total shareholder return (as of the unaffected date, 06-22-18) for the one and five year period in comparison to its peer group is as follows: 1 Year – Company (26.3%), Peer Group (10.4%); and 5 year – Co. 55.0%, PG 204.8%. The packaged food brand industry is struggling as specialty food stores, fresh food, and online retailers such as Amazon, continue to take market share. However, despite that industry wide headwind, Third Point stated the company has made poor acquisition choices that destroyed shareholder value and neglected its core business soup. For example: in 2012, the company purchased three entities for \$2.04 billion that were engaged in producing fresh food and juices and it discovered there were few synergies between that business and its existing packaged food business. A little over \$1.0 billion of the original investment has been written off. Soup sales (a 59% market share) fell 3.5% between 2012 and 2018 and the company views soup as a mature business, thereby implying further investment in that sector would not lead to an acceptable return. Also, poor customer relationships led to lower soup sales in 2018. The company could not reach an agreement with a large customer (believed to be Walmart) that accounted for 20% of sales in 2017. Third Point's plan to revive the company includes: split the company in two parts, snacks and simple meals/beverages; sell off non-core assets (Pepperidge Farm Frozen Cakes); and grow the soup business. To achieve growth in the soup business, Third Point would introduce more innovation in flavors, ingredients, and packaging. The company's poor performance in comparison to its peer group, the fact that only three out of the twelve current board members have CFP experience; and five of the incumbent board members have tenure in the range of 13 to 29 years; points to the need for a change in the composition of the board to give a strong voice to a new program to kick-start the company's growth. Therefore, a vote will be cast on the dissident slate for all five of that group's candidates and seven management candidates.</i>		
1.2	Elect Director Munib Islam	Do Not Vote
1.3	Elect Director Bozoma Saint John	Do Not Vote
1.4	Elect Director Kurt T. Schmidt	Do Not Vote

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Campbell Soup Co.

Proposal Number	Proposal Text	Vote Instruction
1.5	Elect Director William D. Toler	Do Not Vote
1.6	Management Nominee Fabiola R. Arredondo	Do Not Vote
1.7	Management Nominee Howard M. Averill	Do Not Vote
1.8	Management Nominee Maria Teresa (Tessa) Hilado	Do Not Vote
1.9	Management Nominee Marc B. Lautenbach	Do Not Vote
1.10	Management Nominee Sara Mathew	Do Not Vote
1.11	Management Nominee Keith R. McLoughlin	Do Not Vote
1.12	Management Nominee Archbold D. van Beuren	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Do Not Vote
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Do Not Vote
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

### Capital One Financial Corporation

Meeting Date: 05/03/2018

Country: USA

Primary Security ID: 14040H105

Record Date: 03/06/2018

Meeting Type: Annual

Primary CUSIP: 14040H105

Shares Voted: 255

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>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Capital One Financial Corporation

Proposal Number	Proposal Text	Vote Instruction
1B	Elect Director Aparna Chennapragada	For
1C	Elect Director Ann Fritz Hackett	For
1D	Elect Director Lewis Hay, III	For
1E	Elect Director Benjamin P. Jenkins, III	For
1F	Elect Director Peter Thomas Killalea	For
1G	Elect Director Pierre E. Leroy	For
1H	Elect Director Peter E. Raskind	For
1I	Elect Director Mayo A. Shattuck, III	For
1J	Elect Director Bradford H. Warner	For
1K	Elect Director Catherine G. West	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Ratify Existing Ownership Threshold for Shareholders to Call Special Meeting	Against
	<i>Voter Rationale: This management proposal asks shareholders to approve on an advisory basis, a bylaw provision that provide shareholders who own 25% of outstanding shares the right to call a special meeting. In addition to the current 25% of outstanding share requirement to call a special meeting, the company's bylaws contain provisions to further restrict the use of the special meeting right. Background to proposal: in 2015 non-binding special meeting proposals from management (a 25% of outstanding shares threshold) and shareholder (20%) were on the annual meeting agenda. The management proposal received 77.3% of the shares cast, while the shareholder proposal received 48.9%. In December 2017 the SEC excluded a shareholder proposal to be included in the 2018 annual meeting agenda that would reduce the ownership requirement to call a special meeting to 10%. The SEC said the shareholder proposal was in conflict with management's 2018 annual meeting agenda proposal. Adhering to SEC guidance the company has disclosed information regarding the following vote outcomes: a vote in favor of management's proposal is equivalent to voting against the shareholder proposal to lower the threshold to 10%; and in the event management's special meeting ownership threshold is not ratified by shareholders, then no immediate changes will be made to the existing provisions. The board further added that if their proposal is not ratified, it would engage shareholders on the topic. A vote is cast against this proposal because it sends the message to the board of their preference for a lower ownership threshold and the desire to initiate discussions regarding this issue.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Cardinal Health, Inc.

**Meeting Date:** 11/07/2018

**Country:** USA

**Primary Security ID:** 14149Y108

**Record Date:** 09/10/2018

**Meeting Type:** Annual

**Primary CUSIP:** 14149Y108

**Shares Voted:** 198

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Colleen F. Arnold <i>Voter Rationale: Although this Company has a majority of independent directors on the board and the key nominating/compensation/audit committees consist entirely of independent outsiders, a nominee(s) who is employed full-time serves on the board of more than three other publicly-traded companies. That is not in the best interests of shareholders. A vote is cast to withhold on such nominee(s).</i>	For
1.2	Elect Director Carrie S. Cox	Against
1.3	Elect Director Calvin Darden	For
1.4	Elect Director Bruce L. Downey	For
1.5	Elect Director Patricia A. Hemingway Hall	For
1.6	Elect Director Akhil Johri	For
1.7	Elect Director Michael C. Kaufmann	For
1.8	Elect Director Gregory B. Kenny	For
1.9	Elect Director Nancy Killefer	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	Policy to Not Exclude Legal and Compliance Costs for Purposes of Determining Executive Compensation <i>Voter Rationale: This shareholder proposal asks the Board of Directors to adopt a policy that no financial performance metric shall be adjusted to exclude legal or compliance costs when evaluating performance for purposes of determining the amount or vesting of any senior executive Compensation award. According to the proponent, the company's 2018 Q3 report mentions hundreds of opioid relating to lawsuits regarding its distribution practices. The company uses performance metrics that have been historically been adjusted to exclude the net impact of litigation recoveries and charges. Legal expense represents real costs to shareholders and a policy to ban their exclusion from determining executive compensation is in the best interest of shareholders. A vote is cast in favor of the proposal.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Cardinal Health, Inc.

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

### CarMax, Inc.

**Meeting Date:** 06/26/2018      **Country:** USA      **Primary Security ID:** 143130102  
**Record Date:** 04/20/2018      **Meeting Type:** Annual

**Primary CUSIP:** 143130102

**Shares Voted:** 95

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Peter J. Bensen	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Ronald E. Blaylock	For
1.3	Elect Director Sona Chawla	For
1.4	Elect Director Thomas J. Folliard	For
1.5	Elect Director Shira Goodman	For
1.6	Elect Director Robert J. Hombach	For
1.7	Elect Director David W. McCreight	For
1.8	Elect Director William D. Nash	For
1.9	Elect Director Marcella Shinder	For
1.10	Elect Director Mitchell D. Steenrod	For
1.11	Elect Director William R. Tiefel	For
2	Ratify KPMG LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### CarMax, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Report on Political Contributions  <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.###This shareholder proposal wants the Board to adopt a policy that would require the Company to include various disclosures about its political spending in its proxy statement. The disclosures would include a list of anticipated expenditures during the forthcoming fiscal year and be submitted to shareholders for an advisory vote. Compiling a useful list of anticipated expenditures for the forthcoming fiscal year may not be practical. Unlike the more common shareholder proposal that requires disclosure of political contributions, which allows shareholders to review overall Company practices for potential abuses or excesses, the shareholder advisory vote requested in this proposal would impose a new burden on shareholders to scrutinize, weigh and judge numerous specific contributions, a task for which shareholders are not well equipped. Therefore, a vote is cast against.</i>	For

### Carnival Corporation

**Meeting Date:** 04/11/2018      **Country:** Panama      **Primary Security ID:** 143658300  
**Record Date:** 02/13/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 143658300

**Shares Voted:** 246

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Carnival Corporation

Proposal Number	Proposal Text	Vote Instruction
5	Re-elect Arnold W. Donald as a Director of Carnival Corporation and as a Director of Carnival plc.	For
6	Re-elect Richard J. Glasier as a Director of Carnival Corporation and as a Director of Carnival plc.	For
7	Re-elect Debra Kelly-Ennis as a Director of Carnival Corporation and as a Director of Carnival plc.	For
8	Re-elect John Parker as a Director of Carnival Corporation and as a Director of Carnival plc.	For
9	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc.	For
10	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc.	For
11	Re-elect Randall J. Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc.	For
12	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>		
13	Approve Directors' Remuneration Report (in accordance with legal requirements applicable to UK companies)	For
<i>Voter Rationale: This proposal seeks approval of the directors' remuneration. The amount is not excessive. A vote is cast in favor.</i>		
14	Reappoint PricewaterhouseCoopers LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of PricewaterhouseCoopers LLP as the Independent Registered Certified Public Accounting Firm of Carnival Corporation	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders. Therefore, a vote is cast in favor.</i>		
15	Authorize Board to Fix Remuneration of Auditors	For
<i>Voter Rationale: Here, the amount of remuneration the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the auditors' remuneration..</i>		
16	Receive the UK Accounts and Reports of the Directors and Auditors of Carnival plc for the year ended November 30, 2017 (in accordance with legal requirements applicable to UK companies).	For
<i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Carnival Corporation

Proposal Number	Proposal Text	Vote Instruction
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights <i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved is excessive. A vote against is cast.</i>	Against
18	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	For
19	Authorize Share Repurchase Program <i>Voter Rationale: The Company seeks authority to repurchase its own shares. The Company has not stated what be the purposes of its repurchases. That is not in the best interests of shareholders. A vote is cast to abstain.</i>	Abstain

### Cars.Com Inc.

**Meeting Date:** 05/18/2018      **Country:** USA      **Primary Security ID:** 14575E105  
**Record Date:** 03/21/2018      **Meeting Type:** Annual

**Primary CUSIP:** 14575E105

**Shares Voted:** 1

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jerri DeVard <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Scott Forbes	For
1.3	Elect Director Jill Greenthal	For
1.4	Elect Director Thomas Hale	For
1.5	Elect Director Donald A. McGovern, Jr.	For
1.6	Elect Director Greg Revelle	For
1.7	Elect Director Bala Subramanian	For
1.8	Elect Director T. Alex Vetter	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Caterpillar Inc.

**Meeting Date:** 06/13/2018

**Country:** USA

**Primary Security ID:** 149123101

**Record Date:** 04/16/2018

**Meeting Type:** Annual

**Primary CUSIP:** 149123101

**Shares Voted:** 315

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Kelly A. Ayotte	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	
1.2	Elect Director David L. Calhoun	For
1.3	Elect Director Daniel M. Dickinson	For
1.4	Elect Director Juan Gallardo	For
1.5	Elect Director Dennis A. Muilenburg	For
1.6	Elect Director William A. Osborn	For
1.7	Elect Director Debra L. Reed	Against
1.8	Elect Director Edward B. Rust, Jr.	For
1.9	Elect Director Susan C. Schwab	For
1.10	Elect Director D. James Umpleby, III	For
1.11	Elect Director Miles D. White	For
1.12	Elect Director Rayford Wilkins, Jr.	For
2	Ratify PricewaterhouseCoopers as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: The board seeks shareholder approval to reduce the ownership threshold required to call a special meeting from 25 percent to 15 percent of outstanding shares. That would be in the best interests of shareholders. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Caterpillar Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Amend Compensation Clawback Policy <i>Voter Rationale: This proposal asks the board to adopt a policy to review all bonuses and awards to senior executives when a restatement of the company's financial results occurs and to recoup any incentive-based compensation if specified performance targets were not actually achieved. A vote is cast for this proposal because incentive pay should be paid and retained only if the company legitimately achieves performance benchmarks that are set in advance.</i>	For
6	Require Director Nominee with Human Rights Experience <i>Voter Rationale: A vote is cast against because although the Company does not appear to have an independent board member with adequate human rights expertise and its supply chain is subject to human rights risks selecting a director solely with human rights expertise may be limiting.</i>	Against

### Cboe Global Markets Inc.

**Meeting Date:** 05/17/2018      **Country:** USA      **Primary Security ID:** 12503M108  
**Record Date:** 03/20/2018      **Meeting Type:** Annual

**Primary CUSIP:** 12503M108

**Shares Voted:** 59

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Edward T. Tilly <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Frank E. English, Jr.	For
1.3	Elect Director William M. Farrow, III	For
1.4	Elect Director Edward J. Fitzpatrick	For
1.5	Elect Director Janet P. Froetscher	For
1.6	Elect Director Jill R. Goodman	For
1.7	Elect Director Roderick A. Palmore	For
1.8	Elect Director James E. Parisi	For
1.9	Elect Director Joseph P. Ratterman	For
1.10	Elect Director Michael L. Richter	For
1.11	Elect Director Jill E. Sommers	For
1.12	Elect Director Carole E. Stone	For
1.13	Elect Director Eugene S. Sunshine	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Cboe Global Markets 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	Approve Qualified Employee Stock Purchase Plan  <i>Voter Rationale: This proposal establishes an employee stock ownership plan which will give an equity stake in the company to all fulltime and many part-time employees, thus encouraging quality work. This is in the best interest of shareholders. A vote is cast in favor.</i>	For
4	Ratify Deloitte & Touche LLP as Auditors  <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

## CBRE Group, Inc.

Meeting Date: 05/18/2018

Country: USA

Primary Security ID: 12504L109

Record Date: 03/20/2018

Meeting Type: Annual

Primary CUSIP: 12504L109

Shares Voted: 159

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Brandon B. Boze  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Beth F. Cobert	For
1c	Elect Director Curtis F. Feeny	For
1d	Elect Director Christopher T. Jenny	For
1e	Elect Director Gerardo I. Lopez	For
1f	Elect Director Paula R. Reynolds	For
1g	Elect Director Robert E. Sulentic	For
1h	Elect Director Laura D. Tyson	For
1i	Elect Director Ray Wirta	For
1j	Elect Director Sanjiv Yajnik	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### CBRE Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting <i>Voter Rationale: This management proposal reduces the threshold at which shareholders can call a special meeting from 30% to 25% of outstanding common stock. This change is in the best interest of shareholders. A vote is cast for the proposal.</i>	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting <i>Voter Rationale: This shareholder proposal reduces the threshold at which shareholders can call a special meeting from 30% to 10% of outstanding common stock. This change is in the best interest of shareholders. A vote is cast for the proposal.</i>	For

### Celgene Corporation

<b>Meeting Date:</b> 06/13/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 151020104
<b>Record Date:</b> 04/19/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 151020104		
<b>Shares Voted:</b> 397		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Mark J. Alles <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or 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 Richard W. Barker	For
1.3	Elect Director Hans E. Bishop	For
1.4	Elect Director Michael W. Bonney	For
1.5	Elect Director Michael D. Casey	For
1.6	Elect Director Carrie S. Cox	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Celgene Corporation

Proposal Number	Proposal Text	Vote Instruction
1.7	Elect Director Michael A. Friedman	For
1.8	Elect Director Julia A. Haller	For
1.9	Elect Director Patricia A. Hemingway Hall	For
1.10	Elect Director James J. Loughlin	For
1.11	Elect Director Ernest Mario	Withhold
1.12	Elect Director John H. Weiland	For
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Amend Proxy Access Right	For
	<i>Voter Rationale: This shareholder proposal asks the board to amend its proxy access bylaw to: place no limitation on the number of shareholders that can aggregate their shares to achieve the 3% common stock required to nominate directors (currently limited to 20). The removal of the aggregation limit is very beneficial to shareholders. A vote is cast in favor of the proposal.</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>	

## Centene Corporation

**Meeting Date:** 04/24/2018

**Country:** USA

**Primary Security ID:** 15135B101

**Record Date:** 02/23/2018

**Meeting Type:** Annual

**Primary CUSIP:** 15135B101

**Shares Voted:** 104

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Centene Corporation

Proposal Number	Proposal Text	Vote Instruction
1B	Elect Director Frederick H. Eppinger	For
1C	Elect Director David L. Steward	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

### CenterPoint Energy, Inc.

**Meeting Date:** 04/26/2018      **Country:** USA      **Primary Security ID:** 15189T107

**Record Date:** 03/01/2018      **Meeting Type:** Annual

**Primary CUSIP:** 15189T107

**Shares Voted:** 260

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Leslie D. Biddle	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 Milton Carroll	For
1c	Elect Director Scott J. McLean	For
1d	Elect Director Martin H. Nesbitt	For
1e	Elect Director Theodore F. Pound	For
1f	Elect Director Scott M. Prochazka	For
1g	Elect Director Susan O. Rheney	For
1h	Elect Director Phillip R. Smith	For
1i	Elect Director John W. Somerhalder, II	For
1j	Elect Director Peter S. Wareing	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### CenterPoint Energy, Inc.

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

### CenturyLink, Inc.

Meeting Date: 05/23/2018      Country: USA      Primary Security ID: 156700106  
Record Date: 04/06/2018      Meeting Type: Annual

Primary CUSIP: 156700106

Shares Voted: 513

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Martha H. Bejar  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Virginia Boulet	For
1.3	Elect Director Peter C. Brown	For
1.4	Elect Director Kevin P. Chilton	For
1.5	Elect Director Steven T. Clontz	For
1.6	Elect Director T. Michael Glenn	For
1.7	Elect Director W. Bruce Hanks	For
1.8	Elect Director Mary L. Landrieu	For
1.9	Elect Director Harvey P. Perry	For
1.10	Elect Director Glen F. Post, III	For
1.11	Elect Director Michael J. Roberts	For
1.12	Elect Director Laurie A. Siegel	For
1.13	Elect Director Jeffrey K. Storey	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## CenturyLink, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 5.13% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
5a	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
5b	Report on Company's Billing Practices <i>Voter Rationale: This shareholder proposal asks the company to adhere to the principle of customers having the right to know how much the service(s) they will be buy will cost them. The supporting statement provides details of service problems the proponent has had with the company in the past. To ensure compliance the proponent has requested the company implement a number of billing procedures that would permit a customer to clearly see that the actual cost of a service is what was promised. Additionally, the company faces numerous lawsuits in several states and the state of Minnesota of consumer fraud and deceptive trade practices. The company acknowledges the complexity of its product offerings and bills and it did a comprehensive review in the last six months of 2017. That review resulted in: improved data analytic capabilities to detect customer issues; tied senior management's annual compensation to improvements in customer care; and the expansion/improvement or customer service training. The company definitely has some weak links in its billing practices and its customer service needs improvement but, the proponent is trying to impose measures that are better left to company management to devise the corrective actions. A vote is cast against.</i>	Against

## Cerner Corporation

Meeting Date: 05/18/2018

Country: USA

Primary Security ID: 156782104

Record Date: 03/21/2018

Meeting Type: Annual

Primary CUSIP: 156782104

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Cerner Corporation

Shares Voted: 167

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Mitchell E. Daniels, Jr. <i>Voter Rationale: A vote is cast against all nominees except for those nominees who are new to the board in response to excessive pledging of shares by Company leadership.</i>	Against
1b	Elect Director Clifford W. Illig	Against
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

## CF Industries Holdings, Inc.

Meeting Date: 05/10/2018

Country: USA

Primary Security ID: 125269100

Record Date: 03/19/2018

Meeting Type: Annual

Primary CUSIP: 125269100

Shares Voted: 123

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert C. Arzbaecher <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director William Davisson	For
1c	Elect Director John W. Eaves	For
1d	Elect Director Stephen A. Furbacher	For
1e	Elect Director Stephen J. Hagge	For
1f	Elect Director John D. Johnson	For
1g	Elect Director Anne P. Noonan	For
1h	Elect Director Michael J. Toelle	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### CF Industries Holdings, Inc.

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Theresa E. Wagler	For
1j	Elect Director W. Anthony Will	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 Existing Ownership Threshold for Shareholders to Call Special Meeting	Against
<i>Voter Rationale: This management proposal asks shareholders to approve on an advisory basis, a bylaw provision that provide shareholders who own 25% of outstanding shares the right to call a special meeting. In addition to the current 25% of outstanding share requirement to call a special meeting, the company's bylaws contain provisions to further restrict the use of the special meeting right. In 2014 the board obtained shareholder approval for an amendment to the company's charter granting the right to call special meetings to the record holders of at least 25% of outstanding shares. In January 2018 the SEC excluded a shareholder proposal to be included in the 2018 annual meeting agenda that would reduce the ownership requirement to call a special meeting to 10%. The SEC said the shareholder proposal was in conflict with management's 2018 annual meeting agenda proposal. Adhering to SEC guidance the company has disclosed information regarding the following vote outcomes: a vote in favor of management's proposal is equivalent to voting against the shareholder proposal to lower the threshold to 10%; and in the event management's special meeting ownership threshold is not ratified by shareholders, then no immediate changes will be made to the existing provisions. The board further added that if their proposal is not ratified, it would engage shareholders on the topic. A vote is cast against this proposal because it sends the message to the board of their preference for a lower ownership threshold and the desire to initiate discussions regarding this issue.</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>		

### Charter Communications, Inc.

**Meeting Date:** 04/25/2018      **Country:** USA      **Primary Security ID:** 16119P108  
**Record Date:** 02/23/2018      **Meeting Type:** Annual

**Primary CUSIP:** 16119P108

**Shares Voted:** 117

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director W. Lance Conn	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Charter Communications, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: A vote is cast against all nominees to the board due to the board's inadequate response to the weak shareholder support for the company's 2017 annual meeting say-on-pay proposal. The next say-pay-vote will occur in 2020. Last year the proposal received 69.8% support but, the board did not disclose any feedback received from shareholders as a result of the engagement. The company's total return to shareholders for the one year period is 16.7% versus 6.4% for its peer group. Total compensation for the CEO was \$7.8 million in fiscal year 2017 and that compares to its CEO peer median of 24.6 million. The sharp drop in CEO compensation is due to the lack of an equity grant however, in fiscal year 2016 the CEO received a \$184.0 front loaded equity grant (performance based) to cover multiple years. The CEO will not be granted annual equity awards until 2020. Additionally, last year the company did not meet is revenue and EBITDA goals which are elements of the CEO's incentive cash bonus. Nevertheless, a bonus was paid out (91.5% of target bonus opportunity) to the CEO because the compensation committee determined the capital management goal was earned at 100%.</i>	
1b	Elect Director Kim C. Goodman	Against
1c	Elect Director Craig A. Jacobson	Against
1d	Elect Director Gregory B. Maffei	Against
1e	Elect Director John C. Malone	Against
1f	Elect Director John D. Markley, Jr.	Against
1g	Elect Director David C. Merritt	Against
1h	Elect Director Steven A. Miron	Against
1i	Elect Director Balan Nair	Against
1j	Elect Director Michael A. Newhouse	Against
1k	Elect Director Mauricio Ramos	Against
1l	Elect Director Thomas M. Rutledge	Against
1m	Elect Director Eric L. Zinterhofer	Against
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Adopt Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	
4	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Charter Communications, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Pro-rata Vesting of Equity Awards <i>Voter Rationale: This shareholder proposal requests that the board adopt a policy that in the event of a change of control of the Company, there should be no acceleration in the vesting of any equity award to a senior executive, provided that any unvested award may vest on a pro rata basis up to the day of termination. To the extent any such unvested awards are based on performance, the performance goals must have been met. Such a policy would be in the best interests of shareholders. A vote is cast in favor.</i>	For
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

## Chesapeake Energy Corporation

Meeting Date: 05/18/2018

Country: USA

Primary Security ID: 165167107

Record Date: 03/19/2018

Meeting Type: Annual

Primary CUSIP: 165167107

Shares Voted: 478

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gloria R. Boyland <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of 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 Luke R. Corbett	For
1c	Elect Director Archie W. Dunham	For
1d	Elect Director Leslie Starr Keating	For
1e	Elect Director Robert D. "Doug" Lawler	For
1f	Elect Director R. Brad Martin	For
1g	Elect Director Merrill A. "Pete" Miller, Jr.	For
1h	Elect Director Thomas L. Ryan	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: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Chesapeake Energy Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
5	Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For

## Chevron Corporation

**Meeting Date:** 05/30/2018      **Country:** USA      **Primary Security ID:** 166764100  
**Record Date:** 04/02/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 166764100

**Shares Voted:** 1,008

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Wanda M. Austin <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of 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 B. Frank	For
1c	Elect Director Alice P. Gast	For
1d	Elect Director Enrique Hernandez, Jr.	For
1e	Elect Director Charles W. Moorman, IV	For
1f	Elect Director Dambisa F. Moyo	For
1g	Elect Director Ronald D. Sugar	For
1h	Elect Director Inge G. Thulin	For
1i	Elect Director D. James Umpleby, III	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Chevron Corporation

Proposal Number	Proposal Text	Vote Instruction
1j	Elect Director Michael K. Wirth	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
5	Report on Risks of Doing Business in Conflict-Affected Areas <i>Voter Rationale: This shareholder proposal asks the Company to provide a report which addresses the policies and procedures taken to assess and minimize the risks of working in international conflict areas. It is the proponent's belief that the Company should avoid doing business in areas of belligerent occupation. The Board believes that the implementation of its current policies have already addressed these concerns. The Company does, however admit in its 10-K that political instability may have a negative effect on the business operations. Shareholders could benefit from such a report. A vote is cast in favor.</i>	For
6	Report on Transition to a Low Carbon Business Model <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For
7	Report on Methane Emissions <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For
8	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
9	Require Director Nominee with Environmental Experience <i>Voter Rationale: A vote is cast in favor because the company does not appear to have an independent board member with adequate environmental expertise, and its operations are subject to environmental risks.</i>	For
10	Reduce Ownership Threshold for Shareholders to Call Special Meeting <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Chipotle Mexican Grill, Inc.

**Meeting Date:** 05/22/2018

**Country:** USA

**Primary Security ID:** 169656105

**Record Date:** 03/23/2018

**Meeting Type:** Annual

**Primary CUSIP:** 169656105

**Shares Voted:** 13

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Albert S. Baldocchi	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Paul T. Cappuccio	For
1.3	Elect Director Steve Ells	For
1.4	Elect Director Neil W. Flanzraich	For
1.5	Elect Director Robin Hickenlooper	For
1.6	Elect Director Kimbal Musk	For
1.7	Elect Director Ali Namvar	For
1.8	Elect Director Brian Niccol	For
1.9	Elect Director Matthew H. Paull	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	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 19.28% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
5	Provide Right to Act by Written Consent	For
	<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Chubb Limited

**Meeting Date:** 05/17/2018

**Country:** Switzerland

**Primary Security ID:** H1467J104

**Record Date:** 03/26/2018

**Meeting Type:** Annual

**Primary CUSIP:** H0023R105

**Shares Voted:** 245

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For
2.1	Allocate Disposable Profit <i>Voter Rationale: This proposal seeks approval of the company's allocation of dividends. The allocation of dividends is normally in the best interests of shareholders and no objection has been made. A vote is cast in favor.</i>	For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount <i>Voter Rationale: This proposal seeks approval of the company's allocation of dividends. The allocation of dividends is normally in the best interests of shareholders and no objection has been made. A vote is cast in favor.</i>	For
3	Approve Discharge of Board and Senior Management <i>Voter Rationale: This proposal seeks approval of releasing the Company's board and senior management from liability with respect to their actions of the year under review. This resolution could deter shareholders from bringing claims for damages caused by negligence or misconduct of directors and senior management. Therefore, a vote is cast against the proposal.</i>	Against
4.1	Ratify PricewaterhouseCoopers AG (Zurich) 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
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm 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
4.3	Ratify BDO AG (Zurich) as Special Auditors <i>Voter Rationale: The appointment of special auditors is a routine matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor of the proposal.</i>	For
5.1	Elect Director Evan G. Greenberg <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
5.2	Elect Director Robert M. Hernandez	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Chubb Limited

Proposal Number	Proposal Text	Vote Instruction
5.3	Elect Director Michael G. Atieh	For
5.4	Elect Director Sheila P. Burke	For
5.5	Elect Director James I. Cash	For
5.6	Elect Director Mary Cirillo	For
5.7	Elect Director Michael P. Connors	For
5.8	Elect Director John A. Edwardson	For
5.9	Elect Director Kimberly A. Ross	For
5.10	Elect Director Robert W. Scully	For
5.11	Elect Director Eugene B. Shanks, Jr.	For
5.12	Elect Director Theodore E. Shasta	For
5.13	Elect Director David H. Sidwell	For
5.14	Elect Director Olivier Steimer	For
5.15	Elect Director James M. Zimmerman	For
6	Elect Evan G. Greenberg as Board Chairman	Against
	<i>Voter Rationale: This proposal seeks approval of electing the CEO as the chair of the Company. The chair should be in a position to oversee and monitor the CEO and the Board. That can only happen without any conflict of interest if the chair is an independent outsider. Therefore, a vote is cast against the proposal.</i>	
7.1	Appoint Michael P. Connors as Member of the Compensation Committee	For
	<i>Voter Rationale: This proposal seeks to elect the members of the remuneration committee. It is in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. Here the nominees are all independent outsiders. Therefore, a vote is cast in favor.</i>	
7.2	Appoint Mary Cirillo as Member of the Compensation Committee	For
7.3	Appoint Robert M. Hernandez as Member of the Compensation Committee	For
7.4	Appoint James M. Zimmerman as Member of the Compensation Committee	For
8	Designate Homburger AG as Independent Proxy	For
	<i>Voter Rationale: This proposal seeks approval for the election of an independent proxy. This is a routine, ministerial matter that does not materially affect shareholders. A vote in favor is cast.</i>	
9	Issue Shares Without Preemptive Rights	For
	<i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). This concept is expensive, cumbersome and, in view of modern trading practices, unnecessary. The shares involved are not excessive. A yes vote is cast.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Chubb Limited

Proposal Number	Proposal Text	Vote Instruction
10.1	Approve the Maximum Aggregate Remuneration of Directors <i>Voter Rationale: This proposal seeks approval of setting a ceiling on the directors' total remuneration. It is not possible to assess the remuneration because the Company failed to disclose the allocation of remuneration on an individual basis. For that reason, a vote is cast to abstain.</i>	Abstain
10.2	Approve Remuneration of Executive Management in the Amount of USD 43 Million for Fiscal 2019 <i>Voter Rationale: This proposal seeks approval of setting a ceiling on the executive committee's total remuneration. It is not possible to assess the remuneration because the Company failed to disclose the allocation of remuneration on an individual basis. For that reason, a vote is cast to abstain.</i>	Abstain
11	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

### Church & Dwight Co., Inc.

<b>Meeting Date:</b> 05/03/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 171340102
<b>Record Date:</b> 03/06/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 171340102		
<b>Shares Voted:</b> 131		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Matthew T. Farrell <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Ravichandra K. Saligram	For
1c	Elect Director Robert K. Shearer	For
1d	Elect Director Laurie J. Yoler	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: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Church & Dwight Co., Inc.

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

## Cigna Corp.

<b>Meeting Date:</b> 08/24/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 125509109
<b>Record Date:</b> 07/10/2018	<b>Meeting Type:</b> Special	
<b>Primary CUSIP:</b> 125509109		
<b>Shares Voted:</b> 129		

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement <i>Voter Rationale: This proposal asks shareholders to approve the company acquiring Express Scripts (ES) in a cash and stock transaction valued at \$54.0 billion. The company is a global health service company offering health insurance and related products. ES is the largest pharmacy benefit manager (PBM) in the United States and currently the only major stand-alone. It will lose Anthem (a 30% customer) but, it will still have a 19% market share. PBMs are third party administrators (the middlemen) of prescription drug programs and they negotiate discounts and rebates with drug manufacturers. Each share of ES will receive \$48.75 in cash and 0.2434 company shares (per share consideration, \$96.03), which represents a premium of 30.8% on 03-07-18. Morgan Stanley provided the fairness opinion. The company as well as its competitors are all moving towards owning a PBM because the integration of a patient's medical and pharmacy data will lead to more coordinated treatment plans and thereby deliver better outcomes and lower costs. According to the company, the purchase of ES allows it participate in the rapid rise of prescription drugs expected over the next decade due to the increasing use of more expensive specialty pharmaceuticals, injectibles/infused drugs. ES owns one of the largest specialty pharmacies in the business. The board believes the combined company could achieve 2021 EPS of \$20.00 to \$21.00, versus \$18.00 as a stand-alone company. Since 03-07-18, the company's stock price through 07-31-18 (day before Icahn's opposition was reported) fell 7.6%, due to announcements/developments affecting the risk of the transaction. Investors were rattled by: the current administration's criticisms of the drug rebates, they are retained by PBMs rather than passed on to customers and may be causing higher list prices; Amazon's purchase of a mail order pharmacy (PillPack); and the agreement by Amazon, Berkshire-Hathaway, JP Morgan to use their combined clout to obtain savings from the sourcing of prescription drugs. Also, many investors were anticipating an announcement regarding a horizontal merger with Humana – another health insurance company. The threat from the possible elimination of rebates seems manageable due to an offset from expected annual synergies of \$400.0 million and a pivot towards the imposition of customer fees by PBMs. Amazon's challenge to the PBM sector does not appear to pose an immediate concern since PillPack can't deliver controlled substances and it would take years to establish a substantive footprint since it is a small entity. As mentioned above, the combined company could face possible disruptive changes down the road however, the underlying reason for the tie-up is sound and could benefit company shareholders rather than remaining independent. A vote is cast in favor.</i>	For
2	Adjourn Meeting <i>Voter Rationale: This proposal seeks to adjourn the meeting to obtain additional proxies if necessary, in order to support the merger. Since we support the merger, a vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Cigna Corporation

**Meeting Date:** 04/25/2018

**Country:** USA

**Primary Security ID:** 125509109

**Record Date:** 02/26/2018

**Meeting Type:** Annual

**Primary CUSIP:** 125509109

**Shares Voted:** 149

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director David M. Cordani <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Eric J. Foss	For
1.3	Elect Director Isaiah Harris, Jr.	For
1.4	Elect Director Roman Martinez, IV	For
1.5	Elect Director John M. Partridge	For
1.6	Elect Director James E. Rogers	For
1.7	Elect Director Eric C. Wiseman	For
1.8	Elect Director Donna F. Zarcone	For
1.9	Elect Director William D. Zollars	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	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
4	Eliminate Supermajority Vote Requirement to Amend Bylaws <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Cimarex Energy Co.

**Meeting Date:** 05/10/2018

**Country:** USA

**Primary Security ID:** 171798101

**Record Date:** 03/14/2018

**Meeting Type:** Annual

**Primary CUSIP:** 171798101

**Shares Voted:** 50

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Joseph R. Albi <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	For
1.2	Elect Director Lisa A. Stewart	Against
1.3	Elect Director Michael J. Sullivan	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Ratify 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

### Cincinnati Financial Corporation

**Meeting Date:** 05/05/2018

**Country:** USA

**Primary Security ID:** 172062101

**Record Date:** 03/07/2018

**Meeting Type:** Annual

**Primary CUSIP:** 172062101

**Shares Voted:** 79

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director William F. Bahl <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a 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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Cincinnati Financial Corporation

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director Gregory T. Bier	For
1.3	Elect Director Linda W. Clement-Holmes	For
1.4	Elect Director Dirk J. Debbink	Against
1.5	Elect Director Steven J. Johnston	Against
1.6	Elect Director Kenneth C. Lichtendahl	For
1.7	Elect Director W. Rodney McMullen	For
1.8	Elect Director David P. Osborn	For
1.9	Elect Director Gretchen W. Price	For
1.10	Elect Director Thomas R. Schiff	Against
1.11	Elect Director Douglas S. Skidmore	Against
1.12	Elect Director Kenneth W. Stecher	Against
1.13	Elect Director John F. Steele, Jr.	Against
1.14	Elect Director Larry R. Webb	Against
2	Provide Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	
3	Approve Non-Employee Director Restricted Stock Plan	Against
	<i>Voter Rationale: This proposal establishes a restricted stock plan for outside directors. Stock is granted without regard to company performance or director attendance. That is not in the best interests of shareholders. A vote is cast against.</i>	
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	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>	

## Cintas Corp.

Meeting Date: 10/30/2018

Country: USA

Primary Security ID: 172908105

Record Date: 09/05/2018

Meeting Type: Annual

Primary CUSIP: 172908105

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Cintas Corp.

Shares Voted: 55

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

### Cisco Systems, Inc.

Meeting Date: 12/12/2018

Country: USA

Primary Security ID: 17275R102

Record Date: 10/15/2018

Meeting Type: Annual

Primary CUSIP: 17275R102

Shares Voted: 2,939

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Cisco Systems, Inc.

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Michael D. Capellas	For
1c	Elect Director Mark Garrett	For
1d	Elect Director Kristina M. Johnson	For
1e	Elect Director Roderick C. McGeary	For
1f	Elect Director Charles H. Robbins	For
1g	Elect Director Arun Sarin	For
1h	Elect Director Brenton L. Saunders	For
1i	Elect Director Steven M. West	For
2	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>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Ratify PricewaterhouseCoopers LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
5	Require Independent Board Chairman	For
<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>		
6	Adjust Executive Compensation Metrics for Share Buybacks	For
<i>Voter Rationale: This shareholder proposal asks the board to adopt a policy that will not use earnings per share or financial ratios like return on net assets or equity in determining a senior executives incentive compensation unless the board uses the number of outstanding shares on the beginning date of the performance period and excludes the effect of stock buybacks that have occurred between that date and the end of the performance period. The policy advocated by the proponent would eliminate the ability of using stock buybacks to manipulate pay metrics. A vote is cast in favor.</i>		

### Citigroup Inc.

Meeting Date: 04/24/2018

Country: USA

Primary Security ID: 172967424

Record Date: 02/26/2018

Meeting Type: Annual

Primary CUSIP: 172967424

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Citigroup Inc.

Shares Voted: 1,598

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael L. Corbat	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 Ellen M. Costello	For
1c	Elect Director John C. Dugan	For
1d	Elect Director Duncan P. Hennes	For
1e	Elect Director Peter B. Henry	For
1f	Elect Director Franz B. Humer	For
1g	Elect Director S. Leslie Ireland	For
1h	Elect Director Renee J. James	For
1i	Elect Director Eugene M. McQuade	For
1j	Elect Director Michael E. O'Neill	For
1k	Elect Director Gary M. Reiner	For
1l	Elect Director Anthony M. Santomero	For
1m	Elect Director Diana L. Taylor	For
1n	Elect Director James S. Turley	For
1o	Elect Director Deborah C. Wright	For
1p	Elect Director Ernesto Zedillo Ponce De Leon	For
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Citigroup Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 3.62% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
5	Adopt Human and Indigenous People's Rights Policy <i>Voter Rationale: This shareholder proposal asks the Board to create and approve an indigenous people policy. The proponents argue the Company faces reputational risks for financing projects that negatively affects indigenous people without their consent. The issue is of particular importance given the Company's involvement with the controversial Dakota Access Pipeline project. A policy that explains how the Company considers the rights of indigenous people would give investors' confidence that the Company is handling such controversial matters in a thoughtful way. A vote is cast in favor of this proposal.</i>	For
6	Provide for Cumulative Voting <i>Voter Rationale: This proposal establishes cumulative voting, where each shareholder has votes equal to the number of shares multiplied by board nominees. A shareholder can lump all votes for one candidate--an effective way to elect someone. A vote is cast in favor.</i>	For
7	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
8	Amend Proxy Access Right <i>Voter Rationale: This shareholder proposal makes changes to the company's proxy access bylaw that would enhance shareholder rights. A vote is cast in favor.</i>	For
9	Prohibit Accelerated Vesting of Awards to Pursue Government Service <i>Voter Rationale: This shareholder proposal requests that the board adopt a policy prohibiting the vesting of equity-based awards for senior executives due to a voluntary resignation to enter government service (a Government Service Golden Parachute, GSGP). GSGP's provide windfall payments to executives without a clear benefit to shareholders. A vote is cast in favor.</i>	For
10	Amend Bylaws -- Call Special Meetings <i>Voter Rationale: This shareholder proposal reduces the threshold needed for company shareholders to call a special meeting to 15% of outstanding shares (currently, 25%). A vote is cast in favor.</i>	For

### Citizens Financial Group, Inc.

Meeting Date: 04/26/2018

Country: USA

Primary Security ID: 174610105

Record Date: 03/02/2018

Meeting Type: Annual

Primary CUSIP: 174610105

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Citizens Financial Group, Inc.

Shares Voted: 297

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Bruce Van Saun	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 Mark Casady	For
1.3	Elect Director Christine M. Cumming	For
1.4	Elect Director Anthony Di Iorio	For
1.5	Elect Director William P. Hankowsky	For
1.6	Elect Director Howard W. Hanna, III	For
1.7	Elect Director Leo I. ("Lee") Higdon	For
1.8	Elect Director Charles J. ("Bud") Koch	For
1.9	Elect Director Arthur F. Ryan	For
1.10	Elect Director Shivan S. Subramaniam	For
1.11	Elect Director Wendy A. Watson	For
1.12	Elect Director Marita Zuraitis	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify Deloitte & Touche LLP as Auditors	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>	

## Citrix Systems, Inc.

Meeting Date: 06/06/2018

Country: USA

Primary Security ID: 177376100

Record Date: 04/09/2018

Meeting Type: Annual

Primary CUSIP: 177376100

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Citrix Systems, Inc.

Shares Voted: 68

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

### CME Group Inc.

Meeting Date: 05/09/2018

Country: USA

Primary Security ID: 12572Q105

Record Date: 03/12/2018

Meeting Type: Annual

Primary CUSIP: 12572Q105

Shares Voted: 179

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### CME Group Inc.

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Timothy S. Bitsberger	For
1c	Elect Director Charles P. Carey	For
1d	Elect Director Dennis H. Chookaszian	For
1e	Elect Director Ana Dutra	For
1f	Elect Director Martin J. Gepsman	For
1g	Elect Director Larry G. Gerdes	For
1h	Elect Director Daniel R. Glickman	For
1i	Elect Director Deborah J. Lucas	For
1j	Elect Director Alex J. Pollock	For
1k	Elect Director Terry L. Savage	For
1l	Elect Director William R. Shepard	For
1m	Elect Director Howard J. Siegel	For
1n	Elect Director Dennis A. Suskind	For
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

### CME Group, Inc.

<b>Meeting Date:</b> 11/29/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 12572Q105
<b>Record Date:</b> 09/06/2018	<b>Meeting Type:</b> Special	
<b>Primary CUSIP:</b> 12572Q105		
<b>Shares Voted:</b> 218		

Proposal Number	Proposal Text	Vote Instruction
1	Eliminate All or Some of the Class B Election Rights	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## CME Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
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*Voter Rationale: This proposal asks shareholders to approve an amendment to the company's certificate of incorporation that would eliminate the director election rights of the holders of the company's Class B shares. The company is the world's largest operator of futures exchanges and it has Class A and Class B common shares with each class entitled to one vote. Class B shares were established in 2000 at the time of the company's IPO. Prior to the IPO the company was a member owned exchange and the Class B shares were given to seat holders who were members. If this proposal receives shareholder approval, Class B shareholders would no longer have the right to directly elect six members of the company's twenty member board (company will reduce to fifteen). Additionally, Class B holders would not lose any other rights and they would receive a collective \$10.0 million to give up their selection ability. The board's reasons for the change: smaller boards can move more quickly and are more effective than larger boards; the reform will save \$1.0 million a year; and board representation can be realized through the nomination process used for nominating the company's equity directors. For the above reasons, a vote is cast in favor.*

## CMS Energy Corporation

**Meeting Date:** 05/04/2018      **Country:** USA      **Primary Security ID:** 125896100  
**Record Date:** 03/06/2018      **Meeting Type:** Annual

**Primary CUSIP:** 125896100

**Shares Voted:** 148

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

1b	Elect Director Deborah H. Butler	For
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1c	Elect Director Kurt L. Darrow	For
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1d	Elect Director Stephen E. Ewing	For
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1e	Elect Director William D. Harvey	For
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1f	Elect Director Patricia K. Poppe	For
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1g	Elect Director John G. Russell	For
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1h	Elect Director Myrna M. Soto	For
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1i	Elect Director John G. Szniewajs	For
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1j	Elect Director Laura H. Wright	For
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2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
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*Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.*

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## CMS Energy Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Report on Political Contributions  <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	For

## Cognizant Technology Solutions Corporation

Meeting Date: 06/05/2018

Country: USA

Primary Security ID: 192446102

Record Date: 04/09/2018

Meeting Type: Annual

Primary CUSIP: 192446102

Shares Voted: 310

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Zein Abdalla  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 S. Atkins	For
1c	Elect Director Maureen Breakiron-Evans	For
1d	Elect Director Jonathan Chadwick	For
1e	Elect Director John M. Dineen	For
1f	Elect Director Francisco D'Souza	For
1g	Elect Director John N. Fox, Jr.	For
1h	Elect Director John E. Klein	For
1i	Elect Director Leo S. Mackay, Jr.	For
1j	Elect Director Michael Patsalos-Fox	For
1k	Elect Director Joseph M. Velli	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Cognizant Technology Solutions 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	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
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
5a	Eliminate Supermajority Vote Requirement to Amend the By-laws  <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
5b	Eliminate Supermajority Vote Requirement to Remove a Director  <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
5c	Eliminate Supermajority Vote Requirement to Amend Certain Provisions of the Certificate of Incorporation  <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	Provide Right to Act by Written Consent  <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting  <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For

## Colgate-Palmolive Company

Meeting Date: 05/11/2018

Country: USA

Primary Security ID: 194162103

Record Date: 03/12/2018

Meeting Type: Annual

Primary CUSIP: 194162103

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Colgate-Palmolive Company

Shares Voted: 462

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Charles A. Bancroft <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director John P. Bilbrey	For
1c	Elect Director John T. Cahill	For
1d	Elect Director Ian Cook	For
1e	Elect Director Helene D. Gayle	For
1f	Elect Director Ellen M. Hancock	For
1g	Elect Director C. Martin Harris	For
1h	Elect Director Lorrie M. Norrington	For
1i	Elect Director Michael B. Polk	For
1j	Elect Director Stephen I. Sadove	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is 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	Reduce Ownership Threshold for Shareholders to Call Special Meeting <i>Voter Rationale: This shareholder proposal asks the board to take the steps necessary to amend the company's bylaws to give holders in the aggregate of 10% of our outstanding common stock the power to call a special shareowner meeting. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right. A vote is cast in favor.</i>	For

## Comcast Corporation

Meeting Date: 06/11/2018

Country: USA

Primary Security ID: 20030N101

Record Date: 04/06/2018

Meeting Type: Annual

Primary CUSIP: 20030N101

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Comcast Corporation

Shares Voted: 2,447

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Madeline S. Bell	For
1.3	Elect Director Sheldon M. Bonovitz	For
1.4	Elect Director Edward D. Breen	For
1.5	Elect Director Gerald L. Hassell	For
1.6	Elect Director Jeffrey A. Honickman	For
1.7	Elect Director Maritza G. Montiel	For
1.8	Elect Director Asuka Nakahara	For
1.9	Elect Director David C. Novak	For
1.10	Elect Director Brian L. Roberts	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	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	

## Comerica Incorporated

Meeting Date: 04/24/2018

Country: USA

Primary Security ID: 200340107

Record Date: 02/23/2018

Meeting Type: Annual

Primary CUSIP: 200340107

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Comerica Incorporated

Shares Voted: 105

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Ralph W. Babb, Jr.  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Michael E. Collins	For
1.3	Elect Director Roger A. Cregg	For
1.4	Elect Director T. Kevin DeNicola	For
1.5	Elect Director Jacqueline P. Kane	For
1.6	Elect Director Richard G. Lindner	For
1.7	Elect Director Barbara R. Smith	For
1.8	Elect Director Robert S. Taubman	For
1.9	Elect Director Reginald M. Turner, Jr.	For
1.10	Elect Director Nina G. Vaca	For
1.11	Elect Director Michael G. Van de Ven	For
2	Ratify Ernst & Young LLP as Auditors  <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Approve Omnibus Stock Plan  <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 7.18% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Community Health Systems, Inc.

Meeting Date: 05/15/2018

Country: USA

Primary Security ID: 203668108

Record Date: 03/19/2018

Meeting Type: Annual

Primary CUSIP: 203668108

Shares Voted: 390

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John A. Clerico	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. However, the Company has underperformed its peer group for the past five years. Given that performance, a vote is cast in favor of new nominees and against existing directors who are nominees to the Board.</i>	
1b	Elect Director Michael Dinkins	For
1c	Elect Director James S. Ely, III	Against
1d	Elect Director John A. Fry	Against
1e	Elect Director Tim L. Hingtgen	Against
1f	Elect Director William Norris Jennings	Against
1g	Elect Director K. Ranga Krishnan	For
1h	Elect Director Julia B. North	Against
1i	Elect Director Wayne T. Smith	Against
1j	Elect Director H. James Williams	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	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 10.95% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
4	Ratify Directors of Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Community Health Systems, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Report on Feasibility of Adopting Renewable Energy & Energy Efficiency Goals  <i>Voter Rationale: This proposal asks the board to issue a report assessing the feasibility of adopting public, time-bound, quantitative, company-wide goals for increasing energy efficiency and use of renewable energy. The company highlights some of the projects it has implemented to reduce its energy use but, it does not disclose benchmark data, targets or performance measures. The proposal would provide useful information to shareholders. A vote is cast in favor.</i>	For

### Compass Minerals International, Inc.

**Meeting Date:** 05/09/2018      **Country:** USA      **Primary Security ID:** 20451N101  
**Record Date:** 03/12/2018      **Meeting Type:** Annual

**Primary CUSIP:** 20451N101

**Shares Voted:** 65

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director David J. D'Antoni  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Allan R. Rothwell	For
1c	Elect Director Lori A. Walker	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
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

### Conagra Brands, Inc.

**Meeting Date:** 09/21/2018      **Country:** USA      **Primary Security ID:** 205887102  
**Record Date:** 07/31/2018      **Meeting Type:** Annual

**Primary CUSIP:** 205887102

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Conagra Brands, Inc.

Shares Voted: 209

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Anil Arora	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Thomas "Tony" K. Brown	For
1.3	Elect Director Stephen G. Butler	For
1.4	Elect Director Sean M. Connolly	For
1.5	Elect Director Joie A. Gregor	For
1.6	Elect Director Rajive Johri	For
1.7	Elect Director Richard H. Lenny	For
1.8	Elect Director Ruth Ann Marshall	For
1.9	Elect Director Craig P. Omtvedt	For
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	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>	

### Concho Resources Inc.

Meeting Date: 05/17/2018

Country: USA

Primary Security ID: 20605P101

Record Date: 03/19/2018

Meeting Type: Annual

Primary CUSIP: 20605P101

Shares Voted: 78

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Steven L. Beal	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Concho Resources Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Tucker S. Bridwell	For
1.3	Elect Director Mark B. Puckett	For
1.4	Elect Director E. Joseph Wright	For
2	Ratify Grant Thornton 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>	

### Concho Resources Inc.

<b>Meeting Date:</b> 07/17/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 20605P101
<b>Record Date:</b> 06/01/2018	<b>Meeting Type:</b> Special	
<b>Primary CUSIP:</b> 20605P101		
<b>Shares Voted:</b> 79		

Proposal Number	Proposal Text	Vote Instruction
1	Issue Shares in Connection with Acquisition	For
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company acquiring RSP Permian Inc. (RSP) in an all-stock transaction valued at \$8.0 billion. Both entities are oil and gas companies. The Board recommends shareholder approval because: operational synergies of \$2.0 billion and annual corporate savings of \$45.0 million; the combination will be the largest crude oil and natural gas producer in the Permian Basin which will permit the combined company to be more competitive; the merger will be accretive in the first year to key company per-share metrics; and after the merger the company will be in a stronger financial position. Per the terms of the merger, each share of RSP stock will receive 0.32 company shares (per share consideration, \$50.24), which represents a premium of 29.1% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Morgan Stanley that the terms are fair to the Company's shareholders. The company's share price declined upon announcement of the transaction but, it is not clear why it has done so because the news flows regarding the deal have been positive and oil prices have been moving upwards. For those reasons, a vote is cast in favor of the proposal.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## ConocoPhillips

**Meeting Date:** 05/15/2018

**Country:** USA

**Primary Security ID:** 20825C104

**Record Date:** 03/19/2018

**Meeting Type:** Annual

**Primary CUSIP:** 20825C104

**Shares Voted:** 629

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Charles E. Bunch <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Caroline Maury Devine	For
1c	Elect Director John V. Faraci	For
1d	Elect Director Jody Freeman	For
1e	Elect Director Gay Huey Evans	For
1f	Elect Director Ryan M. Lance	For
1g	Elect Director Sharmila Mulligan	For
1h	Elect Director Arjun N. Murti	For
1i	Elect Director Robert A. Niblock	For
1j	Elect Director Harald J. Norvik	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Use GAAP for Executive Compensation Metrics <i>Voter Rationale: This shareholder proposal asks the board to adopt a policy to use Generally Accepted Accounting Principles (GAAP) when evaluating performance for purposes of determining senior executive compensation. Non-GAAP financial metrics used for determining executive compensation may help executives reach performance targets and lead to pay inflation. The company used non-GAAP metrics for determining executive awards in its annual incentive program for 2016. A vote is cast in favor of the proposal.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Consolidated Communications Holdings, Inc.

**Meeting Date:** 04/30/2018 **Country:** USA **Primary Security ID:** 209034107

**Record Date:** 03/01/2018 **Meeting Type:** Annual

**Primary CUSIP:** 209034107

**Shares Voted:** 255

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Richard A. Lumpkin <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Withhold
1.2	Elect Director Timothy D. Taron	Withhold
1.3	Elect Director Wayne Wilson	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against the appointment of auditors.</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	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 4.90% 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

## Consolidated Edison, Inc.

**Meeting Date:** 05/21/2018 **Country:** USA **Primary Security ID:** 209115104

**Record Date:** 03/23/2018 **Meeting Type:** Annual

**Primary CUSIP:** 209115104

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Consolidated Edison, Inc.

Shares Voted: 164

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director George Campbell, Jr.  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Ellen V. Futter	For
1c	Elect Director John F. Killian	For
1d	Elect Director John McAvoy	For
1e	Elect Director William J. Mulrow	For
1f	Elect Director Armando J. Olivera	For
1g	Elect Director Michael W. Ranger	For
1h	Elect Director Linda S. Sanford	For
1i	Elect Director Deirdre Stanley	For
1j	Elect Director L. Frederick Sutherland	For
2	Ratify PricewaterhouseCoopers LLP as Auditors  <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

## Constellation Brands, Inc.

Meeting Date: 07/17/2018

Country: USA

Primary Security ID: 21036P108

Record Date: 05/18/2018

Meeting Type: Annual

Primary CUSIP: 21036P108

Shares Voted: 90

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jerry Fowden	Withhold

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Constellation Brands, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: A vote is cast against all nominees except for those nominees who are new to the board in response to excessive pledging of shares by Company leadership.</i>	
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 Susan Somersille Johnson	Withhold
1.6	Elect Director James A. Locke, III	Withhold
1.7	Elect Director Daniel J. McCarthy	Withhold
1.8	Elect Director Richard Sands	Withhold
1.9	Elect Director Robert Sands	Withhold
1.10	Elect Director Judy A. Schmeling	Withhold
1.11	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	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>	

### Copart, Inc.

Meeting Date: 12/17/2018 Country: USA Primary Security ID: 217204106

Record Date: 11/09/2018 Meeting Type: Annual

Primary CUSIP: 217204106

Shares Voted: 131

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Willis J. Johnson	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. A vote is cast to withhold from members of the nominating committee given the lack of gender diversity on the board.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Copart, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director A. Jayson Adair	For
1.3	Elect Director Matt Blunt	Against
1.4	Elect Director Steven D. Cohan	For
1.5	Elect Director Daniel J. Englander	Against
1.6	Elect Director James E. Meeks	For
1.7	Elect Director Thomas N. Tryforos	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	Ratify Cash and Equity Director Compensation Program for Executive Chairman and Non-Employee Directors	For
<i>Voter Rationale: This proposal seeks approval of the directors' remuneration. The amount is not excessive. A vote is cast in favor.</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	Adjourn Meeting	Against
<i>Voter Rationale: This proposal seeks to adjourn the meeting. Since all matters on the ballot are not being supported, a vote is cast against.</i>		

### CoreCivic, Inc.

**Meeting Date:** 05/10/2018

**Country:** USA

**Primary Security ID:** 21871N101

**Record Date:** 03/12/2018

**Meeting Type:** Annual

**Primary CUSIP:** 21871N101

**Shares Voted:** 140

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Donna M. Alvarado	Against
<i>Voter Rationale: A vote is cast to withhold on all nominees except for those nominees who are new to the board because the board's actions diminished shareholder rights without shareholder approval.</i>		
1b	Elect Director Robert J. Dennis	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### CoreCivic, Inc.

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

### Core-Mark Holding Company, Inc.

Meeting Date: 05/22/2018

Country: USA

Primary Security ID: 218681104

Record Date: 03/26/2018

Meeting Type: Annual

Primary CUSIP: 218681104

Shares Voted: 150

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Core-Mark Holding Company, Inc.

Proposal Number	Proposal Text	Vote Instruction
1f	Elect Director Thomas B. Perkins	For
1g	Elect Director Harvey L. Tepner	For
1h	Elect Director Randolph I. Thornton	For
1i	Elect Director J. Michael Walsh	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	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	Increase Authorized Common Stock	For
<i>Voter Rationale: The company seeks to increase the number of common shares authorized. The amount sought is not more than 50% of the original authorized amount. A vote is cast in favor.</i>		
4	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

### Corning Incorporated

Meeting Date: 04/26/2018

Country: USA

Primary Security ID: 219350105

Record Date: 02/27/2018

Meeting Type: Annual

Primary CUSIP: 219350105

Shares Voted: 525

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Corning Incorporated

Proposal Number	Proposal Text	Vote Instruction
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	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>		

## Costco Wholesale Corporation

**Meeting Date:** 01/30/2018 **Country:** USA **Primary Security ID:** 22160K105

**Record Date:** 11/24/2017 **Meeting Type:** Annual

**Primary CUSIP:** 22160K105

**Shares Voted:** 264

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Kenneth D. Denman	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director W. Craig Jelinek	For
1.3	Elect Director Jeffrey S. Raikes	For
2	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Costco Wholesale 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	Adopt Simple Majority Vote  <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
5	Adopt Policy Regarding Prison Labor  <i>Voter Rationale: This shareholder proposal asks the board to adopt a policy to: survey all suppliers to identify sources of prison labor in the companies supply chain; develop and apply additional guidelines for suppliers regarding the use of prison labor; and a report to shareholders that includes the results of the supplier survey, the new guidelines, and the company's methods to measure supplier performance. According to the proponent the company's Supplier Code of Conduct (SCC) prohibits illegal prison labor however, prison labor is legal in the U.S. and other countries that supply products to the company. The company said as part of the SCC, it performs thousandths of audits of production locations as part of its buying and quality assurance evaluation/enforcement, through staff visits and independent third parties. According to the company, those audits indicate that the use of prison labor in its supply chain is not at a significant level and where it does occur, it is in accordance with state law. The company also conducts selected audits of suppliers via independent third party auditors (specializing in social responsibility) whose products or country of origin pose increase risks. In 2017, the company studied the prison labor issue due to recent changes in U.S. law and greater concerns among some U.S. consumers and it is updating its SCC to add requirements such as labor must be provided voluntarily, fairly compensated, and performed under appropriate working conditions. The proponent's requirement that the company query all its suppliers (over 20,000) seems excessive in light of the company's statement that its current routine and prior SCC audits of its suppliers indicates a low incidence of the use of prison labor and that the proponent has not produced evidence of mistreatment by the company's suppliers of prison labor. Also, the company has taken the positive step in updating its code of conduct to make clear when the use of prison labor is permissible by its suppliers and going forward, it will closely monitor its experience with prison labor and may decide to initiate more restrictive policies. Therefore, a vote is cast against the proposal.</i>	Against

## Coty, Inc.

<b>Meeting Date:</b> 11/06/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 222070203
<b>Record Date:</b> 09/12/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 222070203		
<b>Shares Voted:</b> 302		

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Coty, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.4	Elect Director Olivier Goudet	For
1.5	Elect Director Peter Harf	For
1.6	Elect Director Paul S. Michaels	For
1.7	Elect Director Camillo Pane	For
1.8	Elect Director Erhard Schoewel	For
1.9	Elect Director Robert Singer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Ratify Deloitte & Touche LLP as Auditors	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>		

### Crown Castle International Corp.

Meeting Date: 05/17/2018

Country: USA

Primary Security ID: 22822V101

Record Date: 03/23/2018

Meeting Type: Annual

Primary CUSIP: 22822V101

Shares Voted: 219

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director P. Robert Bartolo	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 Jay A. Brown	For
1c	Elect Director Cindy Christy	For
1d	Elect Director Ari Q. Fitzgerald	For
1e	Elect Director Robert E. Garrison, II	For
1f	Elect Director Andrea J. Goldsmith	For
1g	Elect Director Lee W. Hogan	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Crown Castle International Corp.

Proposal Number	Proposal Text	Vote Instruction
1h	Elect Director Edward C. Hutcheson, Jr.	For
1i	Elect Director J. Landis Martin	For
1j	Elect Director Robert F. McKenzie	For
1k	Elect Director Anthony J. Melone	For
1l	Elect Director W. Benjamin Moreland	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>		

### CSX Corporation

<b>Meeting Date:</b> 05/18/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 126408103
<b>Record Date:</b> 03/19/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 126408103		
<b>Shares Voted:</b> 470		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Donna M. Alvarado	Against
<i>Voter Rationale: A vote is cast against all nominees except for those nominees who are new to the board in response to excessive pledging of shares by Company leadership.</i>		
1b	Elect Director John B. Breaux	Against
1c	Elect Director Pamela L. Carter	Against
1d	Elect Director James M. Foote	For
1e	Elect Director Steven T. Halverson	Against
1f	Elect Director Paul C. Hilal	Against
1g	Elect Director Edward J. Kelly, III	Against
1h	Elect Director John D. McPherson	Against
1i	Elect Director David M. Moffett	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## CSX Corporation

Proposal Number	Proposal Text	Vote Instruction
1j	Elect Director Dennis H. Reilley	Against
1k	Elect Director Linda H. Riefler	Against
1l	Elect Director J. Steven Whisler	Against
1m	Elect Director John J. Zillmer	Against
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	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	Approve Qualified Employee Stock Purchase Plan	For
<i>Voter Rationale: This proposal establishes an employee stock ownership plan which will give an equity stake in the company to all fulltime and many part-time employees, thus encouraging quality work. This is in the best interest of shareholders. A vote is cast in favor.</i>		

## Cummins Inc.

Meeting Date: 05/08/2018

Country: USA

Primary Security ID: 231021106

Record Date: 03/06/2018

Meeting Type: Annual

Primary CUSIP: 231021106

Shares Voted: 82

Proposal Number	Proposal Text	Vote Instruction
1	Elect Director N. Thomas Linebarger	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>		
2	Elect Director Richard J. Freeland	For
3	Elect Director Robert J. Bernhard	For
4	Elect Director Franklin R. Chang Diaz	For
5	Elect Director Bruno V. Di Leo Allen	For
6	Elect Director Stephen B. Dobbs	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Cummins Inc.

Proposal Number	Proposal Text	Vote Instruction
7	Elect Director Robert K. Herdman	For
8	Elect Director Alexis M. Herman	For
9	Elect Director Thomas J. Lynch	For
10	Elect Director William I. Miller	For
11	Elect Director Georgia R. Nelson	For
12	Elect Director Karen H. Quintos	For
13	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>		
14	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>		
15	Amend Charter to Allow Shareholders to Amend Bylaws	For
<i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>		
16	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>		

### CVS Health Corporation

**Meeting Date:** 03/13/2018

**Country:** USA

**Primary Security ID:** 126650100

**Record Date:** 02/05/2018

**Meeting Type:** Special

**Primary CUSIP:** 126650100

**Shares Voted:** 612

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## CVS Health Corporation

Proposal Number	Proposal Text	Vote Instruction
	<p><i>Voter Rationale: This proposal seeks shareholder approval of the Company acquiring Aetna Inc. in a cash and stock transaction valued at \$68.0 billion – the largest health insurance deal in history. The company has 1.0 billion shares outstanding as of the record date and it will issue 280 million shares to complete the transaction. Company shareholders will own 78% of the combined company. The Company is a drug store chain that offers walk in clinics and is in the pharmacy benefits business (they help health insurers run their drug benefits programs and negotiate drug prices with manufacturers). Aetna is a health insurer but, has moved beyond health insurance to also focus on consumer's well-being. Reasons for the merger include: 1) the two companies are following broader industry trends: a) pharmacies like the company and health care providers like Aetna are looking for ways to make it cheaper and easier for their clients to access medication and care, that's what their clients want and b) joining forces is an efficient way to do that – the company is planning on moving Aetna's 22 million enrollees in its health plan to use its network of low cost clinics thereby keeping them out of hospitals; 2) the company would be in a better position to compete with other integrated healthcare providers such as United Healthcare and pharmacy benefits manager Optum – they are taking business away from the company; 3) cost savings of \$750.0 million in the second year following closing; and 4) low to mid-single digit EPS improvement. Per the terms of the merger, each share of Aetna stock will receive \$145.00 in cash and 0.8378 company shares (per share consideration amount \$207.94), which represents a premium of 29.9% to the unaffected date of 10-25-17 (at announcement 14.7%). Opinion's has been issued by Barclays Capital Inc., Goldman Sachs &amp; Co. LLC, and Centerview Partners that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i></p>	
2	Adjourn Meeting	For
	<p><i>Voter Rationale: This proposal seeks to adjourn the meeting to obtain additional proxies if necessary, in order to support the merger. Since we support the merger, a vote is cast in favor.</i></p>	

## CVS Health Corporation

**Meeting Date:** 06/04/2018      **Country:** USA      **Primary Security ID:** 126650100  
**Record Date:** 04/10/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 126650100

**Shares Voted:** 536

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Richard M. Bracken	For
	<p><i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i></p>	
1b	Elect Director C. David Brown, II	For
1c	Elect Director Alecia A. DeCoudreaux	For
1d	Elect Director Nancy-Ann M. DeParle	For
1e	Elect Director David W. Dorman	For
1f	Elect Director Anne M. Finucane	For
1g	Elect Director Larry J. Merlo	For
1h	Elect Director Jean-Pierre Millon	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## CVS Health Corporation

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Mary L. Schapiro	For
1j	Elect Director Richard J. Swift	For
1k	Elect Director William C. Weldon	For
1l	Elect Director Tony L. White	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	
5	Provide For Confidential Running Vote Tallies On Executive Pay Matters	Against
	<i>Voter Rationale: This proposal seeks approval of the Company adopting a policy that would restrict the Company and Board access to the running voting tallies on executive pay matters. Management would continue to have access to shareholder comments on the ballot. The proponent argues that confidential voting would prevent management from embellishing the vote for their own agenda. In most U.S. companies, the results of the vote tallies determine whether or not a Company goes forth with shareholder solicitation. By preventing access to the vote tally results however, could inadvertently lead to excessive solicitation, which can be very costly. Viewing of vote tallies is a routine practice. The proponent has not presented a compelling case for change. A vote is cast against this proposal.</i>	

## D.R. Horton, Inc.

Meeting Date: 01/24/2018

Country: USA

Primary Security ID: 23331A109

Record Date: 11/27/2017

Meeting Type: Annual

Primary CUSIP: 23331A109

Shares Voted: 205

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### D.R. Horton, Inc.

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Barbara K. Allen	For
1c	Elect Director Brad S. Anderson	For
1d	Elect Director Michael R. Buchanan	For
1e	Elect Director Michael W. Hewatt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	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 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>		

### Danaher Corporation

**Meeting Date:** 05/08/2018      **Country:** USA      **Primary Security ID:** 235851102  
**Record Date:** 03/12/2018      **Meeting Type:** Annual

**Primary CUSIP:** 235851102

**Shares Voted:** 322

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Donald J. Ehrlich	Against
<i>Voter Rationale: A vote is cast against all nominees except for those nominees who are new to the board in response to excessive pledging of shares by Company leadership.</i>		
1.2	Elect Director Linda Hefner Filler	Against
1.3	Elect Director Thomas P. Joyce, Jr.	Against
1.4	Elect Director Teri List-Stoll	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Danaher Corporation

Proposal Number	Proposal Text	Vote Instruction
1.5	Elect Director Walter G. Lohr, Jr.	Against
1.6	Elect Director Mitchell P. Rales	Against
1.7	Elect Director Steven M. Rales	Against
1.8	Elect Director John T. Schwieters	Against
1.9	Elect Director Alan G. Spoon	Against
1.10	Elect Director Raymond C. Stevens	Against
1.11	Elect Director Elias A. Zerhouni	Against
2	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>		

## DARDEN RESTAURANTS, INC.

<b>Meeting Date:</b> 09/19/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 237194105
<b>Record Date:</b> 07/25/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 237194105		
<b>Shares Voted:</b> 66		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Margaret Shan Atkins	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 James P. Fogarty	For
1.3	Elect Director Cynthia T. Jamison	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## DARDEN RESTAURANTS, INC.

Proposal Number	Proposal Text	Vote Instruction
1.4	Elect Director Eugene I. (Gene) Lee, Jr.	For
1.5	Elect Director Nana Mensah	For
1.6	Elect Director William S. Simon	For
1.7	Elect Director Charles M. (Chuck) Sonsteby	For
1.8	Elect Director Timothy J. Wilmott	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify KPMG LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
4	Assess Feasibility of Adopting a Policy to Phase Out Use of Antibiotics	Against
<i>Voter Rationale: This shareholder proposal asks the board of directors to issue a report on the feasibility of adopting a policy to eliminate the use of antibiotics for disease prevention in its supply chain. This is the third consecutive year that the company has received a shareholder proposal regarding the use of antibiotics in its meat supply chain. Previously, proposals for 2016 and 2017 centered on the adoption of a company policy to eliminate the use of antibiotics for disease prevention purposes and those proposals pulled in shareholder support of 9.0% and 12.8% respectively (a vote was cast against both proposals). In response, the company argues that it has established principles that address the safety of its food supply chain. Antibiotics for use by its suppliers to promote animal growth will be phased out however, they are permitted to prevent/control animal sickness under the guidance of a veterinarian. The company made the point that this proposal could put it at a competitive disadvantage by creating a supply chain shortage for protein items on its menu, that would result in higher costs. Therefore, a vote is cast against the proposal.</i>		

## DaVita Inc.

Meeting Date: 06/18/2018

Country: USA

Primary Security ID: 23918K108

Record Date: 04/23/2018

Meeting Type: Annual

Primary CUSIP: 23918K108

Shares Voted: 77

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### DaVita Inc.

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Charles G. Berg	For
1c	Elect Director Barbara J. Desoer	For
1d	Elect Director Pascal Desroches	For
1e	Elect Director Paul J. Diaz	For
1f	Elect Director Peter T. Grauer	For
1g	Elect Director John M. Nehra	For
1h	Elect Director William L. Roper	For
1i	Elect Director Kent J. Thiry	For
1j	Elect Director Phyllis R. Yale	For
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Amend Proxy Access Right	For
	<i>Voter Rationale: This shareholder proposal would eliminate the 20-shareholder aggregation limit from the company's proxy access bylaw and replace it with a no limit provision. This would improve shareholder rights therefore, a vote is cast in favor.</i>	

### Deere & Company

Meeting Date: 02/28/2018

Country: USA

Primary Security ID: 244199105

Record Date: 12/29/2017

Meeting Type: Annual

Primary CUSIP: 244199105

Shares Voted: 193

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Deere & Company

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Alan C. Heuberger	For
1d	Elect Director Charles O. Holliday, Jr.	For
1e	Elect Director Dipak C. Jain	For
1f	Elect Director Michael O. Johanns	For
1g	Elect Director Clayton M. Jones	For
1h	Elect Director Brian M. Krzanich	For
1i	Elect Director Gregory R. Page	For
1j	Elect Director Sherry M. Smith	For
1k	Elect Director Dmitri L. Stockton	For
1l	Elect Director Sheila G. Talton	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	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	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Amend Bylaws-- Call Special Meetings	For
	<i>Voter Rationale: This shareholder proposal makes it easier for company shareholders to call a special meeting. A vote is cast for the proposal.</i>	

## Delta Air Lines, Inc.

Meeting Date: 06/29/2018

Country: USA

Primary Security ID: 247361702

Record Date: 05/02/2018

Meeting Type: Annual

Primary CUSIP: 247361702

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Delta Air Lines, Inc.

Shares Voted: 480

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Edward H. Bastian	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Francis S. Blake	For
1c	Elect Director Daniel A. Carp	For
1d	Elect Director Ashton B. Carter	For
1e	Elect Director David G. DeWalt	For
1f	Elect Director William H. Easter, III	For
1g	Elect Director Michael P. Huerta	For
1h	Elect Director Jeanne P. Jackson	For
1i	Elect Director George N. Mattson	For
1j	Elect Director Douglas R. Ralph	For
1k	Elect Director Sergio A. L. Rial	For
1l	Elect Director Kathy N. Waller	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Ratify Ernst & Young LLP as Auditors	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>	

## DENTSPLY SIRONA Inc.

Meeting Date: 05/23/2018

Country: USA

Primary Security ID: 24906P109

Record Date: 03/26/2018

Meeting Type: Annual

Primary CUSIP: 24906P109

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## DENTSPLY SIRONA Inc.

Shares Voted: 121

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael C. Alfano	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 K. Beecken	For
1c	Elect Director Eric K. Brandt	For
1d	Elect Director Donald M. Casey, Jr.	For
1e	Elect Director Michael J. Coleman	For
1f	Elect Director Willie A. Deese	For
1g	Elect Director Betsy D. Holden	For
1h	Elect Director Thomas Jetter	For
1i	Elect Director Arthur D. Kowaloff	For
1j	Elect Director Harry M. Jansen Kraemer, Jr.	For
1k	Elect Director Francis J. Lunger	For
1l	Elect Director Leslie F. Varon	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Approve Qualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal establishes an employee stock ownership plan which will give an equity stake in the company to all fulltime and many part-time employees, thus encouraging quality work. This is in the best interest of shareholders. A vote is cast in favor.</i>	
5	Eliminate Supermajority Vote Requirement to Amend Bylaws	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: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Devon Energy Corporation

**Meeting Date:** 06/06/2018

**Country:** USA

**Primary Security ID:** 25179M103

**Record Date:** 04/09/2018

**Meeting Type:** Annual

**Primary CUSIP:** 25179M103

**Shares Voted:** 278

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Barbara M. Baumann <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director John E. Bethancourt	For
1.3	Elect Director David A. Hager	For
1.4	Elect Director Robert H. Henry	For
1.5	Elect Director Michael Kanovsky	For
1.6	Elect Director John Krenicki, Jr.	For
1.7	Elect Director Robert A. Mosbacher, Jr.	For
1.8	Elect Director Duane C. Radtke	For
1.9	Elect Director Mary P. Ricciardello	For
1.10	Elect Director John Richels	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Digital Realty Trust, Inc.

**Meeting Date:** 05/08/2018

**Country:** USA

**Primary Security ID:** 253868103

**Record Date:** 03/14/2018

**Meeting Type:** Annual

**Primary CUSIP:** 253868103

**Shares Voted:** 108

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Laurence A. Chapman <i>Voter Rationale: A vote is cast to withhold on all nominees except for those nominees who are new to the board because the board's actions diminished shareholder rights without shareholder approval.</i>	Against
1B	Elect Director Michael A. Coke	For
1C	Elect Director Kevin J. Kennedy	Against
1D	Elect Director William G. LaPerch	Against
1E	Elect Director Afshin Mohebbi	Against
1F	Elect Director Mark R. Patterson	Against
1G	Elect Director Mary Hogan Preusse	Against
1H	Elect Director John T. Roberts, Jr.	For
1I	Elect Director Dennis E. Singleton	Against
1J	Elect Director A. William Stein	Against
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

## Discover Financial Services

**Meeting Date:** 05/02/2018

**Country:** USA

**Primary Security ID:** 254709108

**Record Date:** 03/05/2018

**Meeting Type:** Annual

**Primary CUSIP:** 254709108

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Discover Financial Services

Shares Voted: 191

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 Thomas G. Maheras	For
1.8	Elect Director Michael H. Moskow	For
1.9	Elect Director David W. Nelms	For
1.10	Elect Director Mark A. Thierer	For
1.11	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	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>	
4	Adopt Simple Majority Vote	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>	

## Discovery, Inc.

Meeting Date: 05/10/2018

Country: USA

Primary Security ID: 25470F104

Record Date: 03/16/2018

Meeting Type: Annual

Primary CUSIP: 25470F104

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Discovery, Inc.

Shares Voted: 241

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert R. Beck <i>Voter Rationale: A vote is cast against all nominees except for those nominees who are new to the board in response to excessive pledging of shares by Company leadership.</i>	Withhold
1.2	Elect Director Susan M. Swain	Withhold
1.3	Elect Director J. David Wargo	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 26.08% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Report on Steps Taken to Increase Board Diversity <i>Voter Rationale: This proposal seeks to add women and minorities to the board of directors. It would be in the best interests of shareholders to add some diverse viewpoints to this board that is dominated by white males. A vote is cast in favor of the proposal.</i>	For

## DISH Network Corporation

Meeting Date: 05/07/2018

Country: USA

Primary Security ID: 25470M109

Record Date: 03/16/2018

Meeting Type: Annual

Primary CUSIP: 25470M109

Shares Voted: 120

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director George R. Brokaw	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## DISH Network Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. The total number of boards upon which they serve is also another factor to consider in evaluating nominees for the board. Here, there are either nominees with fulltime jobs serving on more than three other boards or retired nominees serving on more than five other boards. Therefore, a vote is cast against those nominees who sit on too many boards, and are not independent (a vote will be cast for those nominees who are independent).</i>	
1.2	Elect Director James DeFranco	Withhold
1.3	Elect Director Cantey M. Ergen	Withhold
1.4	Elect Director Charles W. Ergen	Withhold
1.5	Elect Director Charles M. Lillis	For
1.6	Elect Director Afshin Mohebbi	For
1.7	Elect Director David K. Moskowitz	Withhold
1.8	Elect Director Tom A. Ortoff	For
1.9	Elect Director Carl E. Vogel	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	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>	

## Dollar General Corporation

Meeting Date: 05/30/2018

Country: USA

Primary Security ID: 256677105

Record Date: 03/22/2018

Meeting Type: Annual

Primary CUSIP: 256677105

Shares Voted: 136

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Dollar General Corporation

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Michael M. Calbert	For
1c	Elect Director Sandra B. Cochran	For
1d	Elect Director Patricia D. Fili-Krushel	For
1e	Elect Director Timothy I. McGuire	For
1f	Elect Director Paula A. Price *Withdrawn Resolution*	
1g	Elect Director William C. Rhodes, III	For
1h	Elect Director Ralph E. Santana	For
1i	Elect Director Todd J. Vasos	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify 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>		

## Dollar Tree, Inc.

<b>Meeting Date:</b> 06/14/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 256746108
<b>Record Date:</b> 04/13/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 256746108		
<b>Shares Voted:</b> 125		

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Dollar Tree, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.5	Elect Director Lemuel E. Lewis	For
1.6	Elect Director Jeffrey G. Naylor	For
1.7	Elect Director Gary M. Philbin	For
1.8	Elect Director Bob Sasser	For
1.9	Elect Director Thomas A. Saunders, III	For
1.10	Elect Director Stephanie P. Stahl	For
1.11	Elect Director Thomas E. Whiddon	For
1.12	Elect Director Carl P. Zeithaml	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

### Dominion Energy, Inc.

<b>Meeting Date:</b> 05/09/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 25746U109
<b>Record Date:</b> 03/02/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 25746U109		
<b>Shares Voted:</b> 389		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director William P. Barr	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Helen E. Dragas	For
1.3	Elect Director James O. Ellis, Jr.	For
1.4	Elect Director Thomas F. Farrell, II	For
1.5	Elect Director John W. Harris	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Dominion Energy, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.6	Elect Director Ronald W. Jibson	For
1.7	Elect Director Mark J. Kington	For
1.8	Elect Director Joseph M. Rigby	For
1.9	Elect Director Pamela J. Royal	For
1.10	Elect Director Robert H. Spilman, Jr.	For
1.11	Elect Director Susan N. Story	For
1.12	Elect Director Michael E. Szymanczyk	For
2	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Report on Methane Emissions Management and Reduction Targets	For
<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>		
5	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>		

## Dover Corporation

Meeting Date: 05/04/2018

Country: USA

Primary Security ID: 260003108

Record Date: 03/12/2018

Meeting Type: Annual

Primary CUSIP: 260003108

Shares Voted: 82

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Peter T. Francis	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Dover 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 Kristiane C. Graham	For
1c	Elect Director Michael F. Johnston	For
1d	Elect Director Richard K. Lochridge	For
1e	Elect Director Eric A. Spiegel	For
1f	Elect Director Richard J. Tobin	For
1g	Elect Director Stephen M. Todd	For
1h	Elect Director Stephen K. Wagner	For
1i	Elect Director Keith E. Wandell	For
1j	Elect Director Mary A. Winston	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Eliminate Supermajority Vote Requirement to Amend Article 15 of the Charter	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	Eliminate Supermajority Vote Requirement to Amend Article 16 of the Charter	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>	

## DowDuPont Inc.

Meeting Date: 04/25/2018

Country: USA

Primary Security ID: 26078J100

Record Date: 02/26/2018

Meeting Type: Annual

Primary CUSIP: 26078J100

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## DowDuPont Inc.

Shares Voted: 1,416

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lamberto Andreotti	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director James A. Bell	For
1c	Elect Director Edward D. Breen	For
1d	Elect Director Robert A. Brown	For
1e	Elect Director Alexander M. Cutler	For
1f	Elect Director Jeff M. Fetting	For
1g	Elect Director Marillyn A. Hewson	For
1h	Elect Director Lois D. Juliber	For
1i	Elect Director Andrew N. Liveris	For
1j	Elect Director Raymond J. Milchovich	For
1k	Elect Director Paul Polman	For
1l	Elect Director Dennis H. Reilley	For
1m	Elect Director James M. Ringler	For
1n	Elect Director Ruth G. Shaw	For
1o	Elect Director Lee M. Thomas	For
1p	Elect Director Patrick J. Ward	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
4	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### DowDuPont Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Eliminate Supermajority Vote Requirement <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
6	Report on Pay Disparity <i>Voter Rationale: This shareholder proposal asks the board to prepare a report that would provide: a comparison of senior executive compensation packages with the lowest paid company employees; consideration of whether there should be a ceiling on compensation provided to senior executives to prevent excessive compensation; and whether senior executives should be adjusted in a situation where there is a stated need for employees to be laid off from work. The proponent's supporting statement states employees at the company's Richmond factory did not receive a wage increase last year and the company's employees have been granted minimal wage increases in the past several years. The requested report would provide useful information to shareholders in evaluating the company's compensation policies and procedures. A vote is cast in favor.</i>	For
7	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation <i>Voter Rationale: This shareholder proposal asks the board to prepare a report that would assess the feasibility of integrating the company's sustainability metrics consistently to performance based pay incentives for senior executives. Sustainability metrics are currently not included in the company's incentive programs but are included company's strategy, both Dow and DuPont set sustainability goals in 2015. The company does not intend to exist as a unified entity after next year. The introduction of sustainability metrics to incentive compensation should be when the split-offs are completed. A vote is cast against the proposal.</i>	Against
8	Report on Impact of the Bhopal Chemical Explosion <i>Voter Rationale: This shareholder proposal asks the board to provide a report on how the public's association of the company with the Bhopal India tragedy in 1984, may be relevant to the company's investment plans in that country until 2025. The proponent wants relevant reputation metrics in the report dealing with the public's association with the company and its investment plans in India, such as how many times Bhopal has come up in the course of business discussions in the past five years. It was Union Carbide Corporation's plant in Bhopal where a toxic chemical release occurred. UCC sold its interest in Union Carbide India in 1984 and the company purchased UCC sixteen years later. The proponent is asking information that would be very difficult for the company to furnish. Therefore, a vote is cast against the proposal.</i>	Against
9	Reduce Ownership Threshold for Shareholders to Call Special Meeting <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For

### Dr Pepper Snapple Group, Inc.

**Meeting Date:** 06/29/2018      **Country:** USA      **Primary Security ID:** 26138E109  
**Record Date:** 05/18/2018      **Meeting Type:** Annual

**Primary CUSIP:** 26138E109

**Shares Voted:** 95

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Dr Pepper Snapple Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by a private company called Keurig Green Mountain. This transaction is structured as a reverse merger. The Company is in the soft drink business. Board recommends shareholder approval because: the cost synergies of \$600.0 million; the pool of potential strategic transactions is limited; and the expectation that the combined company will have increased resources to invest in future acquisitions. Per the terms of the merger, each share of company stock will receive \$103.75 in cash in the form of a special dividend which represents a 13% of the combined company. As part of the reverse merger process, the company will issue 1.2 billion shares to Maple Parent Holding Corp. (indirect owners of Keuring). The value of the merger consideration that Maple receives, depends on the per share value of the combined company at the effective time of the merger. An opinion has been issued by Credit Suisse that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i>	
2	Amend Certificate of Incorporation	For
	<i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>	
3	Advisory Vote on Golden Parachutes	Against
	<i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: a total payment in excess of 2.99 times salary and bonus; a gross up for excise taxes; that a recipient can receive cash payments and accelerated vesting of unvested equity awards even if he or she does not lose his job; for accelerated vesting of unvested equity awards in an amount that is excessive. Therefore, a vote is cast against.</i>	
4	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>	
5a	Elect Director David E. Alexander	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
5b	Elect Director Antonio Carrillo	For
5c	Elect Director Jose M. Gutierrez	For
5d	Elect Director Pamela H. Patsley	For
5e	Elect Director Ronald G. Rogers	For
5f	Elect Director Wayne R. Sanders	For
5g	Elect Director Dunia A. Shive	For
5h	Elect Director M. Anne Szostak	For
5i	Elect Director Larry D. Young	For
6	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Dr Pepper Snapple Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
7	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>		
8	Report on Risks Related to Obesity	For
<i>Voter Rationale: This shareholder proposal seeks a report from the company on its efforts to address the risks related to obesity. The report should include the quantitative metrics around reduction of added sugars in its products and development of healthier product offerings. The proponent cites a report from the U.S. Department of Agriculture which said beverages are a major source of added sugar in U.S. diets and accounts for 47% of all sugars consumed. To address national obesity, the company supports the Balance Calories Initiative that calls for the goal of reducing calories consumed per person by 20% by the year 2025; labelling products transparently; not marketing to children; and developing new reduced calorie drinks. Obesity is an issue that is in the national spotlight and more specific information as to the company's goals in reducing sugar in its products could help to stave off regulatory action and bad publicity. A vote is cast in favor.</i>		

### DTE Energy Company

**Meeting Date:** 05/03/2018      **Country:** USA      **Primary Security ID:** 233331107  
**Record Date:** 03/06/2018      **Meeting Type:** Annual

**Primary CUSIP:** 233331107

**Shares Voted:** 94

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Gerard M. Anderson	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director David A. Brandon	For
1.3	Elect Director W. Frank Fountain, Jr.	For
1.4	Elect Director Charles G. McClure, Jr.	For
1.5	Elect Director Gail J. McGovern	For
1.6	Elect Director Mark A. Murray	For
1.7	Elect Director James B. Nicholson	For
1.8	Elect Director Josue Robles, Jr.	For
1.9	Elect Director Ruth G. Shaw	For
1.10	Elect Director Robert C. Skaggs, Jr.	For
1.11	Elect Director David A. Thomas	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## DTE Energy Company

Proposal Number	Proposal Text	Vote Instruction
1.12	Elect Director James H. Vandenberghe	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 excessive. Therefore, a vote is cast against the appointment of auditors.</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	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 2.91% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
5	Independent Economic Analysis of Early Closure of Fermi 2 Nuclear Plant <i>Voter Rationale: This shareholder proposal asks the company to provide a report on the potential cost avoidance and benefits to shareholders of closing Fermi 2 prior to its license which was extended in 2016 to 2045. The proponent stated the worldwide energy market is shifting from fossil fuels and nuclear energy to distributed electric power and the company needs to do the same in order to protect its market share. Back in 2016 the company prepared an economic analysis for its renewal application which covered multiple scenarios. The company's goal is to reduce carbon emissions by 80% from 2005 levels by 2050 and needs the continued operation of Fermi 2 because it is the only zero-carbon source of generation in the company's fleet. A valid reason is given for the continued operation of Fermi 2 therefore, a vote is cast against the proposal.</i>	Against
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For

## Duke Energy Corporation

Meeting Date: 05/03/2018

Country: USA

Primary Security ID: 26441C204

Record Date: 03/09/2018

Meeting Type: Annual

Primary CUSIP: 26441C204

Shares Voted: 368

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Michael G. Browning	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Duke 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>	
1.2	Elect Director Theodore F. Craver, Jr.	For
1.3	Elect Director Robert M. Davis	For
1.4	Elect Director Daniel R. DiMicco	For
1.5	Elect Director John H. Forsgren	For
1.6	Elect Director Lynn J. Good	For
1.7	Elect Director John T. Herron	For
1.8	Elect Director James B. Hylar, Jr.	For
1.9	Elect Director William E. Kennard	For
1.10	Elect Director E. Marie McKee	For
1.11	Elect Director Charles W. Moorman, IV	For
1.12	Elect Director Carlos A. Saladrigas	For
1.13	Elect Director Thomas E. Skains	For
1.14	Elect Director William E. Webster, Jr.	For
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	Eliminate Supermajority Vote Requirement	For
	<i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	
5	Report on Benefits of Lobbying	Against
	<i>Voter Rationale: This shareholder proposal asks for a report on: its policy for direct/indirect lobbying and grassroots lobbying; payments by the company for lobbying efforts; membership in tax-exempt organizations; and the board's decision making/oversight process for its payments. The proponent asserts that, as result of its lobbying, the company has become a target of anti-free speech activists, who are trying to prevent the flow of funds to pro-business organizations by attacking their corporate members. The filer says that the company should actively fight against these attacks on its freedom of association, and be proud of its memberships in trade associations and non-profit groups that promote pro-business, pro-growth initiatives. We support shareholder initiatives that seek more disclosure of a public company's monetary support for tax-exempt organizations such as trade associations but, the true aim of this proposal is defend the company's association with those entities. A vote is cast against the proposal.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Duke Realty Corporation

**Meeting Date:** 04/25/2018

**Country:** USA

**Primary Security ID:** 264411505

**Record Date:** 02/23/2018

**Meeting Type:** Annual

**Primary CUSIP:** 264411505

**Shares Voted:** 215

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John P. Case <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director William Cavanaugh, III	For
1c	Elect Director Alan H. Cohen	For
1d	Elect Director James B. Connor	For
1e	Elect Director Ngaire E. Cuneo	For
1f	Elect Director Charles R. Eitel	For
1g	Elect Director Norman K. Jenkins	For
1h	Elect Director Melanie R. Sabelhaus	For
1i	Elect Director Peter M. Scott, III	For
1j	Elect Director David P. Stockert	For
1k	Elect Director Chris Sultemeier	For
1l	Elect Director Michael E. Szymanczyk	For
1m	Elect Director Lynn C. Thurber	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## DXC Technology Company

**Meeting Date:** 08/15/2018

**Country:** USA

**Primary Security ID:** 23355L106

**Record Date:** 06/18/2018

**Meeting Type:** Annual

**Primary CUSIP:** 23355L106

**Shares Voted:** 151

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Mukesh Aghi <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Amy E. Alving	For
1c	Elect Director David L. Herzog	For
1d	Elect Director Sachin Lawande	For
1e	Elect Director J. Michael Lawrie	For
1f	Elect Director Mary L. Krakauer	For
1g	Elect Director Julio A. Portalatin	For
1h	Elect Director Peter Rutland	For
1i	Elect Director Manoj P. Singh	For
1j	Elect Director Robert F. Woods	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

## E\*TRADE Financial Corporation

**Meeting Date:** 05/10/2018

**Country:** USA

**Primary Security ID:** 269246401

**Record Date:** 03/12/2018

**Meeting Type:** Annual

**Primary CUSIP:** 269246401

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## E\*TRADE Financial Corporation

Shares Voted: 142

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Richard J. Carbone	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director James P. Healy	For
1c	Elect Director Kevin T. Kabat	For
1d	Elect Director Frederick W. Kanner	For
1e	Elect Director James Lam	For
1f	Elect Director Rodger A. Lawson	For
1g	Elect Director Shelley B. Leibowitz	For
1h	Elect Director Karl A. Roessner	For
1i	Elect Director Rebecca Saeger	For
1j	Elect Director Joseph L. Sclafani	For
1k	Elect Director Gary H. Stern	For
1l	Elect Director Donna L. Weaver	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Approve Qualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal establishes an employee stock ownership plan which will give an equity stake in the company to all fulltime and many part-time employees, thus encouraging quality work. This is in the best interest of shareholders. A vote is cast in favor.</i>	
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>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Eastman Chemical Company

**Meeting Date:** 05/03/2018

**Country:** USA

**Primary Security ID:** 277432100

**Record Date:** 03/15/2018

**Meeting Type:** Annual

**Primary CUSIP:** 277432100

**Shares Voted:** 76

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Humberto P. Alfonso	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Brett D. Begemann	For
1.3	Elect Director Michael P. Connors	For
1.4	Elect Director Mark J. Costa	For
1.5	Elect Director Stephen R. Demeritt	For
1.6	Elect Director Robert M. Hernandez	For
1.7	Elect Director Julie F. Holder	For
1.8	Elect Director Renee J. Hornbaker	For
1.9	Elect Director Lewis M. Kling	For
1.10	Elect Director James J. O'Brien	For
1.11	Elect Director David W. Raisbeck	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against the appointment of auditors.</i>	
4	Provide Right to Act by Written Consent	For
	<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Eaton Corporation plc

**Meeting Date:** 04/25/2018

**Country:** Ireland

**Primary Security ID:** G29183103

**Record Date:** 02/26/2018

**Meeting Type:** Annual

**Primary CUSIP:** 278058102

**Shares Voted:** 266

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Craig Arnold <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	For
1b	Elect Director Todd M. Bluedorn	Against
1c	Elect Director Christopher M. Connor	For
1d	Elect Director Michael J. Critelli	For
1e	Elect Director Richard H. Fearon	For
1f	Elect Director Charles E. Golden	For
1g	Elect Director Arthur E. Johnson	For
1h	Elect Director Deborah L. McCoy	For
1i	Elect Director Gregory R. Page	For
1j	Elect Director Sandra Pianalto	For
1k	Elect Director Gerald B. Smith	For
1l	Elect Director Dorothy C. Thompson	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
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	Authorize Issue of Equity with Pre-emptive Rights <i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved are not excessive. A vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Eaton Corporation plc

Proposal Number	Proposal Text	Vote Instruction
5	Authorize Issue of Equity without Pre-emptive Rights <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	For
6	Authorize Share Repurchase of Issued Share Capital <i>Voter Rationale: The Company seeks authority to repurchase its own shares. The Company has not stated what be the purposes of its repurchases. That is not in the best interests of shareholders. A vote is cast to abstain.</i>	Abstain

## eBay Inc.

<b>Meeting Date:</b> 05/30/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 278642103
<b>Record Date:</b> 04/04/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 278642103		
<b>Shares Voted:</b> 497		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Fred D. Anderson, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Anthony J. Bates	For
1c	Elect Director Adriane M. Brown	For
1d	Elect Director Diana Farrell	For
1e	Elect Director Logan D. Green	For
1f	Elect Director Bonnie S. Hammer	For
1g	Elect Director Kathleen C. Mitic	For
1h	Elect Director Pierre M. Omidyar	For
1i	Elect Director Paul S. Pressler	For
1j	Elect Director Robert H. Swan	For
1k	Elect Director Thomas J. Tierney	For
1l	Elect Director Perry M. Traquina	For
1m	Elect Director Devin N. Wenig	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### eBay 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	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
4	Ratify Existing Ownership Threshold for Shareholders to Call Special Meetings  <i>Voter Rationale: This proposal seeks to ratify the existing ownership threshold for shareholders to call a special meeting. The Company has omitted a shareholder proposal that requested a lower ownership threshold to call a special meeting and the current right is restrictive given concerns regarding the ownership threshold. A vote is cast against.</i>	Against

### Ecolab Inc.

Meeting Date: 05/03/2018

Country: USA

Primary Security ID: 278865100

Record Date: 03/06/2018

Meeting Type: Annual

Primary CUSIP: 278865100

Shares Voted: 137

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. 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 cast to withhold authority for the insider nominees who serve on those committees and the overboard nominees and in favor of all other nominees.</i>	For
1b	Elect Director Barbara J. Beck	For
1c	Elect Director Leslie S. Biller	For
1d	Elect Director Carl M. Casale	For
1e	Elect Director Stephen I. Chazen	For
1f	Elect Director Jeffrey M. Ettinger	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Ecolab Inc.

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director Arthur J. Higgins	For
1h	Elect Director Michael Larson	Against
1i	Elect Director David W. MacLennan	Against
1j	Elect Director Tracy B. McKibben	For
1k	Elect Director Victoria J. Reich	For
1l	Elect Director Suzanne M. Vautrinot	For
1m	Elect Director John J. Zillmer	For
2	Ratify Pricewaterhouse Coopers 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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>		

### Edison International

**Meeting Date:** 04/26/2018      **Country:** USA      **Primary Security ID:** 281020107  
**Record Date:** 03/01/2018      **Meeting Type:** Annual

**Primary CUSIP:** 281020107

**Shares Voted:** 197

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael C. Camunez	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Edison International

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Vanessa C.L. Chang	For
1c	Elect Director James T. Morris	For
1d	Elect Director Timothy T. O'Toole	For
1e	Elect Director Pedro J. Pizarro	For
1f	Elect Director Linda G. Stuntz	Against
1g	Elect Director William P. Sullivan	For
1h	Elect Director Ellen O. Tauscher	For
1i	Elect Director Peter J. Taylor	For
1j	Elect Director Brett White	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Amend 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>	

## Edwards Lifesciences Corporation

Meeting Date: 05/17/2018

Country: USA

Primary Security ID: 28176E108

Record Date: 03/22/2018

Meeting Type: Annual

Primary CUSIP: 28176E108

Shares Voted: 111

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Edwards Lifesciences Corporation

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Kieran T. Gallahue	For
1c	Elect Director Leslie S. Heisz	For
1d	Elect Director William J. Link	For
1e	Elect Director Steven R. Loranger	For
1f	Elect Director Martha H. Marsh	For
1g	Elect Director Wesley W. von Schack	For
1h	Elect Director Nicholas J. Valeriani	For
2	Advisory Vote 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 PricewaterhouseCoopers LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
4	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>		

## Electronic Arts Inc.

<b>Meeting Date:</b> 08/02/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 285512109
<b>Record Date:</b> 06/08/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 285512109		
<b>Shares Voted:</b> 162		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Leonard S. Coleman	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 Jay C. Hoag	For
1c	Elect Director Jeffrey T. Huber	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Electronic Arts Inc.

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Lawrence F. Probst, III	For
1e	Elect Director Talbott Roche	For
1f	Elect Director Richard A. Simonson	For
1g	Elect Director Luis A. Ubinas	For
1h	Elect Director Heidi J. Ueberroth	For
1i	Elect Director Andrew Wilson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

### Eli Lilly and Company

Meeting Date: 05/07/2018

Country: USA

Primary Security ID: 532457108

Record Date: 03/12/2018

Meeting Type: Annual

Primary CUSIP: 532457108

Shares Voted: 510

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Katherine Baicker	Against
<i>Voter Rationale: A vote is cast to withhold on all nominees except for those nominees who are new to the board because the board's actions diminished shareholder rights without shareholder approval.</i>		
1b	Elect Director J. Erik Fyrwald	Against
1c	Elect Director Jamere Jackson	Against
1d	Elect Director Ellen R. Marram	Against
1e	Elect Director Jackson P. Tai	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Eli Lilly and 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	Ratify Ernst & Young LLP as Auditors  <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
4	Declassify the Board of Directors  <i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	For
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	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
7	Support the Descheduling of Cannabis  <i>Voter Rationale: This shareholder proposal asks the company to support the removal of cannabis from the list of the most tightly restricted substances under the Controlled Substances Act. The company is not conducting any research on cannabis products or have cannabis-based medications in its portfolio. This issue should be dealt with through legislation or regulation not through the company's advocacy. A vote is cast against.</i>	Against
8	Report on Lobbying Payments and Policy  <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
9	Report on Policies and Practices Regarding Contract Animal Laboratories  <i>Voter Rationale: The proponent of this proposal said that animals are being mistreated at an external research organization with which the company has conducted business and it requested the company strengthen and report on its policies related to contract animal laboratories. In its supporting statement, the proponent claims the company has done business with three laboratories that have not met federal animal welfare laws. The company stated it has policies/procedures that govern the humane treatment of research animals and non-compliance results in a business termination. According to the company, it ended its relationship with one of the three laboratories mentioned by the proponent and corrective actions have been undertaken at the other two. In light of the incident mentioned above, the report requested by the proponent would help shareholders to evaluate the company's policies regarding animal research testing. A vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Eli Lilly and Company

Proposal Number	Proposal Text	Vote Instruction
10	<p>Report on Integrating Drug Pricing Risks into Incentive Compensation Plans</p> <p><i>Voter Rationale: This shareholder proposal asks the board to provide an annual report on the extent to which risks related to public concern over drug pricing are included into the company's executive incentive compensation plans. The proponent pointed out that October 2017 articles stated that five states and federal prosecutors are investigating insulin makers for drug price increases. The concern of the proponent is that the company's incentive compensation programs may not be providing the motivation to the executives to take actions in the shareholders' best interest. The filer states that the company uses revenue and earnings per share as metrics for the annual bonus, and EPS growth as the metric for performance share awards. The company's proxy does not address the board's specific considerations about the potential impact that drug pricing may have on incentive metric results (or the potential of incentivizing for drug price increases), and the potential risks associated with that connection. Therefore, a vote is cast in favor of the proposal.</i></p>	For

## Emerson Electric Co.

<b>Meeting Date:</b> 02/06/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 291011104
<b>Record Date:</b> 11/28/2017	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 291011104		
<b>Shares Voted:</b> 385		

Proposal Number	Proposal Text	Vote Instruction
1.1	<p>Elect Director Arthur F. Golden</p> <p><i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i></p>	Withhold
1.2	<p>Elect Director Candace Kendle</p>	For
1.3	<p>Elect Director James S. Turley</p>	Withhold
1.4	<p>Elect Director Gloria A. Flach</p>	Withhold
2	<p>Ratify KPMG LLP as Auditors</p> <p><i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i></p>	For
3	<p>Advisory Vote to Ratify Named Executive Officers' Compensation</p> <p><i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i></p>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Emerson Electric Co.

Proposal Number	Proposal Text	Vote Instruction
4	Amend Articles of Incorporation to Provide Shareholders the Right to Amend Bylaws <i>Voter Rationale: This proposal seeks shareholder approval to amend the company's articles of incorporation to allow shareholders to amend the bylaws. Currently, only the board has the authority to do so. A vote is cast in favor because it is an improvement in shareholder rights at the company.</i>	For
5	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes <i>Voter Rationale: This proposal seeks shareholder approval of the U.S. District Court for the Eastern District of Missouri serving as the exclusive forum for several legal actions. It is not in the best interests of shareholders to be prevented from seeking forums for disputes to which they would otherwise be entitled. For that reason, a vote is cast against.</i>	Against
6	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
7	Report on Political Contributions <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	For
8	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
9	Adopt Quantitative Company-wide GHG Goals <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For

## Entergy Corporation

Meeting Date: 05/04/2018

Country: USA

Primary Security ID: 29364G103

Record Date: 03/05/2018

Meeting Type: Annual

Primary CUSIP: 29364G103

Shares Voted: 95

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John R. Burbank	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Entergy 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 Patrick J. Condon	For
1c	Elect Director Leo P. Denault	For
1d	Elect Director Kirkland H. Donald	For
1e	Elect Director Philip L. Frederickson	For
1f	Elect Director Alexis M. Herman	For
1g	Elect Director Stuart L. Levenick	For
1h	Elect Director Blanche Lambert Lincoln	For
1i	Elect Director Karen A. Puckett	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	Report on Distributed Renewable Generation Resources	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>	

## Envision Healthcare Corp.

**Meeting Date:** 09/11/2018 **Country:** USA **Primary Security ID:** 29414D100

**Record Date:** 08/10/2018 **Meeting Type:** Annual

**Primary CUSIP:** 29414D100

**Shares Voted:** 64

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Envision Healthcare Corp.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by an affiliate of Kohlberg Kravis Roberts &amp; Co. for \$5.6 billion in cash. The Company is in the business of providing healthcare services in the United States. The Board recommends shareholder approval because: the cash form of consideration; the strong auction process – interest from 35 possible partners which, included nine bidders; other alternatives to the merger (including the sale of the company's ASC business); and the uncertain prospects as a standalone company. Per the terms of the merger, each share of company stock will receive \$46.00 in cash, which represents a premium of 5.4% based on the closing prices of the shares on the last day of trading before the transaction was announced (8.0% to the unaffected date, 10-31-17). An opinion has been issued by J.P. Morgan, Evercore, and Guggenheim Securities that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i>	
2	Advisory Vote on Golden Parachutes	Against
	<i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: a total payment in excess of 2.99 times salary and bonus. Therefore, a vote is cast against.</i>	
3	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>	
4a	Elect Director John T. Gawaluck	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>	
4b	Elect Director Joey A. Jacobs	For
4c	Elect Director Kevin P. Lavender	For
4d	Elect Director Leonard M. Riggs, Jr.	For
5	Declassify the Board of Directors and Eliminate the Series A-1 Mandatory Convertible Preferred Stock	For
	<i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</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>	
7	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## EOG Resources, Inc.

**Meeting Date:** 04/24/2018

**Country:** USA

**Primary Security ID:** 26875P101

**Record Date:** 02/27/2018

**Meeting Type:** Annual

**Primary CUSIP:** 26875P101

**Shares Voted:** 349

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Janet F. Clark <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Charles R. Crisp	For
1c	Elect Director Robert P. Daniels	For
1d	Elect Director James C. Day	For
1e	Elect Director C. Christopher Gaut	For
1f	Elect Director Donald F. Textor	For
1g	Elect Director William R. Thomas	For
1h	Elect Director Frank G. Wisner	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	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted 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

## EQT Corporation

**Meeting Date:** 06/21/2018

**Country:** USA

**Primary Security ID:** 26884L109

**Record Date:** 04/12/2018

**Meeting Type:** Annual

**Primary CUSIP:** 26884L109

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## EQT Corporation

Shares Voted: 130

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Vicky A. Bailey	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Philip G. Behrman	For
1.3	Elect Director Kenneth M. Burke	For
1.4	Elect Director A. Bray Cary, Jr.	For
1.5	Elect Director Margaret K. Dorman	For
1.6	Elect Director Thomas F. Karam	For
1.7	Elect Director David L. Porges	For
1.8	Elect Director Daniel J. Rice, IV	For
1.9	Elect Director James E. Rohr	For
1.10	Elect Director Norman J. Szydlowski	For
1.11	Elect Director Stephen A. Thorington	For
1.12	Elect Director Lee T. Todd, Jr.	For
1.13	Elect Director Christine J. Toretti	For
1.14	Elect Director Robert F. Vagt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify 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>	

## Equifax Inc.

Meeting Date: 05/03/2018

Country: USA

Primary Security ID: 294429105

Record Date: 03/30/2018

Meeting Type: Annual

Primary CUSIP: 294429105

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Equifax Inc.

Shares Voted: 63

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Mark W. Begor  <i>Voter Rationale: The Change to Win Investment Group (CtW) is campaigning against the election of three board nominees due to a cybersecurity incident (hacking event) at the company. Their vote no campaign is directed at M. Feidler (11 years tenure), J.McKinley (10), and M.Templeton (10). All three were on the technology committee prior to the breach and McKinley was on the audit committee. The company is a credit monitoring agency therefore, a repository of consumer data such as social security numbers, addresses, drivers' license numbers etc. In the time period May to July 2017 unknown individuals gained unauthorized access to information on more than 145.0 million customers. On July 29th the company became aware of suspicious activity and made a public announcement on Sept. 7th. The company said the breach was made possible because it failed to properly install a patch for software used in a company portal in March 2017, and then failed to detect the absence of the patch when it ran a scan two days later. CtW added that the known data breach was based on a known vulnerability brought to the company's attention by the Department of Homeland Security. Evidence suggests the board was aware of the vulnerability but, was probably too willing to believe former CEO Smith's assurances that the company had world class state of the art technology. Additionally, Mr. Smith tried to pivot the company from a slow-growing credit reporting company into a global data analytics company through a series of acquisitions however, some observers believe the company's technological capabilities had not kept pace with the expansion of its business. The board's audit committee is responsible for an annual review of risk assessment while its technology committee is responsible for identifying threats occasioned by new technologies. Due to the breakdown in the company's security procedures and the future loss shareholders will suffer due to settling legal claims, business loss, and the decline in market value, a vote is cast against the nominees listed above and nominees T. Hough (1 year tenure) and E. Stock (1). Nominee Hough was on the technology and audit committee prior to the incident and nominee Stock was on the technology committee. Both candidates have no technology expertise.</i>	For
1b	Elect Director Mark L. Feidler	Against
1c	Elect Director G. Thomas Hough	Against
1d	Elect Director Robert D. Marcus	For
1e	Elect Director Siri S. Marshall	For
1f	Elect Director Scott A. McGregor	For
1g	Elect Director John A. McKinley	Against
1h	Elect Director Robert W. Selander	For
1i	Elect Director Elane B. Stock	Against
1j	Elect Director Mark B. Templeton	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	Ratify Ernst & Young LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Equifax Inc.

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

### Equinix, Inc.

**Meeting Date:** 06/07/2018      **Country:** USA      **Primary Security ID:** 29444U700  
**Record Date:** 04/13/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 29444U700

**Shares Voted:** 42

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Thomas Bartlett	Withhold
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>		
1.2	Elect Director Nanci Caldwell	For
1.3	Elect Director Gary Hromadko	For
1.4	Elect Director Scott Kriens	For
1.5	Elect Director William Luby	For
1.6	Elect Director Irving Lyons, III	For
1.7	Elect Director Christopher Paisley	For
1.8	Elect Director Peter Van Camp	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Equinix, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Amend Proxy Access Right  <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For

## Equity Residential

**Meeting Date:** 06/14/2018      **Country:** USA      **Primary Security ID:** 29476L107  
**Record Date:** 03/29/2018      **Meeting Type:** Annual

**Primary CUSIP:** 29476L107

**Shares Voted:** 194

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Charles L. Atwood  <i>Voter Rationale: A vote is cast against all nominees except for those nominees who are new to the board in response to excessive pledging of shares by Company leadership.</i>	Withhold
1.2	Elect Director Linda Walker Bynoe	Withhold
1.3	Elect Director Connie K. Duckworth	Withhold
1.4	Elect Director Mary Kay Haben	Withhold
1.5	Elect Director Bradley A. Keywell	Withhold
1.6	Elect Director John E. Neal	Withhold
1.7	Elect Director David J. Neithercut	Withhold
1.8	Elect Director Mark S. Shapiro	Withhold
1.9	Elect Director Gerald A. Spector	Withhold
1.10	Elect Director Stephen E. Sterrett	Withhold
1.11	Elect Director Samuel Zell	Withhold
2	Ratify Ernst & Young LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Equity Residential

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

## Essex Property Trust, Inc.

**Meeting Date:** 05/15/2018      **Country:** USA      **Primary Security ID:** 297178105  
**Record Date:** 02/28/2018      **Meeting Type:** Annual

**Primary CUSIP:** 297178105

**Shares Voted:** 70

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Keith R. Guericke	Withhold
<i>Voter Rationale: A vote is cast to withhold on all nominees except for those nominees who are new to the board because the board's actions diminished shareholder rights without shareholder approval and excessive pledging.</i>		
1.2	Elect Director Amal M. Johnson	For
1.3	Elect Director Irving F. Lyons, III	Withhold
1.4	Elect Director George M. Marcus	Withhold
1.5	Elect Director Thomas E. Robinson	Withhold
1.6	Elect Director Michael J. Schall	Withhold
1.7	Elect Director Byron A. Scordelis	Withhold
1.8	Elect Director Janice L. Sears	Withhold
2	Ratify KPMG LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Essex Property Trust, Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Approve Omnibus Stock Plan	Against
<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 4.68% 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>		

### Everest Re Group, Ltd.

**Meeting Date:** 05/16/2018      **Country:** Bermuda      **Primary Security ID:** G3223R108  
**Record Date:** 03/19/2018      **Meeting Type:** Annual

**Primary CUSIP:** G3223R108

**Shares Voted:** 22

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Dominic J. Addresso	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 John J. Amore	For
1.3	Elect Director William F. Galtney, Jr.	For
1.4	Elect Director John A. Graf	For
1.5	Elect Director Gerri Losquadro	For
1.6	Elect Director Roger M. Singer	For
1.7	Elect Director Joseph V. Taranto	For
1.8	Elect Director John A. Weber	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Everest Re Group, Ltd.

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

### Eversource Energy

Meeting Date: 05/02/2018      Country: USA      Primary Security ID: 30040W108  
Record Date: 03/06/2018      Meeting Type: Annual

Primary CUSIP: 30040W108

Shares Voted: 167

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Cotton M. Cleveland	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 Sanford Cloud, Jr.	For
1.3	Elect Director James S. DiStasio	For
1.4	Elect Director Francis A. Doyle	For
1.5	Elect Director James J. Judge	For
1.6	Elect Director John Y. Kim	For
1.7	Elect Director Kenneth R. Leibler	For
1.8	Elect Director William C. Van Faasen	For
1.9	Elect Director Frederica M. Williams	For
1.10	Elect Director Dennis R. Wraase	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Eversource Energy

Proposal Number	Proposal Text	Vote Instruction
3	Approve Omnibus Stock Plan  <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 1.26% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
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

## Exelon Corporation

Meeting Date: 05/01/2018

Country: USA

Primary Security ID: 30161N101

Record Date: 03/02/2018

Meeting Type: Annual

Primary CUSIP: 30161N101

Shares Voted: 580

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Anthony K. Anderson  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Ann C. Berzin	For
1c	Elect Director Christopher M. Crane	For
1d	Elect Director Yves C. de Balmann	For
1e	Elect Director Nicholas DeBenedictis	For
1f	Elect Director Linda P. Jojo	For
1g	Elect Director Paul L. Joskow	For
1h	Elect Director Robert J. Lawless	For
1i	Elect Director Richard W. Mies	For
1j	Elect Director John W. Rogers, Jr.	For
1k	Elect Director Mayo A. Shattuck, III	For
1l	Elect Director Stephen D. Steinour	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Exelon Corporation

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

## Expedia Group, Inc.

**Meeting Date:** 06/20/2018      **Country:** USA      **Primary Security ID:** 30212P303  
**Record Date:** 04/23/2018      **Meeting Type:** Annual

**Primary CUSIP:** 30212P303

**Shares Voted:** 65

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Susan C. Athey  <i>Voter Rationale: A vote is cast against all nominees to the board due to poor compensation practices at the company. The company's Say-On-Pay proposal is triennial and at last years' annual meeting the agenda item received 78.6% support. The company is in the internet and direct marketing retail business. It is also a controlled company. During the last fiscal year, the company substantially under-performed and over-compensated. CEO M. Okerstrom's total compensation for the past year was \$38.7 million and that compares to the peer group median of \$17.9 million. Thirty-three million dollars of Mr. Okerstrom's compensation was derived from option grants. He was appointed CEO on 08-30-17 (formerly CFO) and \$27.5 million of the total option amount represented a promotion grant, of which fifty percent will time vest. Additionally, Mr. Okerstrom received \$3.5 million time-vested restricted stock units. While large equity grants are common in connection with the recruitment of an outside hire to the CEO position, they are not common in connection with an internal promotion where executives already have meaningful stock ownership from previous equity grants. The granted options follow Okerstrom's \$21.1 million option award in 2016. It should be noted the company's annual incentive bonuses are largely determined at the discretion of the compensation committee, not performance objectives. The company's total dilution registers 20.4%.</i>	Withhold
1b	Elect Director A. George "Skip" Battle	Withhold
1c	Elect Director Courtnee A. Chun	Withhold
1d	Elect Director Chelsea Clinton	Withhold
1e	Elect Director Pamela L. Coe	Withhold
1f	Elect Director Barry Diller	Withhold
1g	Elect Director Jonathan L. Dolgen	Withhold
1h	Elect Director Craig A. Jacobson	Withhold

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Expedia Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Victor A. Kaufman	Withhold
1j	Elect Director Peter M. Kern	Withhold
1k	Elect Director Dara Khosrowshahi	Withhold
1l	Elect Director Mark D. Okerstrom	Withhold
1m	Elect Director Scott Rudin	Withhold
1n	Elect Director Christopher W. Shean	Withhold
1o	Elect Director Alexander von Furstenberg	Withhold
2	Ratify Ernst & Young LLP as Auditors	For

*Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.*

### Expeditors International of Washington, Inc.

Meeting Date: 05/08/2018

Country: USA

Primary Security ID: 302130109

Record Date: 03/13/2018

Meeting Type: Annual

Primary CUSIP: 302130109

Shares Voted: 93

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert R. Wright	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>		
1.2	Elect Director Glenn M. Alger	For
1.3	Elect Director James M. DuBois	For
1.4	Elect Director Mark A. Emmert	For
1.5	Elect Director Diane H. Gulyas	For
1.6	Elect Director Richard B. McCune	For
1.7	Elect Director Alain Monie	Against
1.8	Elect Director Jeffrey S. Musser	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Expeditors International of Washington, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.9	Elect Director Liane J. Pelletier	For
1.10	Elect Director Tay Yoshitani	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	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>	
4	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	For
	<i>Voter Rationale: This shareholder proposal requests that the Board Compensation Committee consider non-financial factors, including social and environmental concerns in determining compensation for top executives. A vote is cast for this proposal because social and environmental accountability are important business goals to reverse global trends of waste and degradation and the most effective way for the Company to achieve that is by tying executive compensation to it.</i>	
5	Amend Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

### Express Scripts Holding Co.

**Meeting Date:** 08/24/2018      **Country:** USA      **Primary Security ID:** 30219G108  
**Record Date:** 07/12/2018      **Meeting Type:** Special  
**Primary CUSIP:** 30219G108

**Shares Voted:** 298

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Express Scripts Holding Co.

Proposal Number	Proposal Text	Vote Instruction
	<p><i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by Cigna Corporation in a stock and cash transaction valued at \$54.0 billion. The Company is the largest pharmacy benefit manager in the United States and currently the only major stand-alone. PBMs are third party administrators (the middlemen) of prescription drug programs and they negotiate discounts and rebates with drug manufacturers. Cigna is a global health service company offering health insurance and related products. The company did not conduct an auction process however, the company's large size and the concentrated nature of its industry, limits the number of potential acquirers. There were no other bidders. The Board recommends shareholder approval because: the cash consideration provides certainty of value and the stock portion provides participation in the upside potential of the combined company; the expectation that by combining the company's PBM business with Cigna's insurance business there will be greater opportunity for cross-selling to mutual clients; strong earnings per share with double-digit accretion in the first full year after the closing date; the current and future competitive environment facing the healthcare industry and the company as standalone PBM; and the company is experiencing and is expected to continue to experience margin pressure and a flat trend in revenues as the result of the end of its contract with Anthem (a 30% customer) in 2020. Furthermore, since the purchase became public, business conditions for PBMs have deteriorated. Future challenges for PBMs include: criticism by the current administration of drug rebates being retained by PBMs rather than being passed on to customers; Amazon's purchase of a mail order pharmacy (PillPack); and the agreement by Amazon, Berkshire-Hathaway, JP Morgan to use their combined clout to obtain savings from the sourcing of prescription drugs. Per the terms of the merger, each share of company stock will receive \$48.75 in cash and 0.2434 company shares (per share consideration, \$96.03), which represents a premium of 30.8% based on the closing prices of the shares on the last day of trading before the transaction was announced. The company's initial indication of interest was between \$87.00 and \$89.00. An opinion has been issued by Centerview Partners that the terms are fair to the Company's shareholders. As mentioned above, the conditions of the business segment in which the company competes has deteriorated and the combination appears to be a better outcome for shareholders as opposed to a standalone option. For those reasons, a vote is cast in favor of the proposal.</i></p>	
2	Adjourn Meeting	For
	<p><i>Voter Rationale: This proposal seeks to adjourn the meeting to obtain additional proxies if necessary, in order to support the merger. Since we support the merger, a vote is cast in favor.</i></p>	
3	Advisory Vote on Golden Parachutes	Against
	<p><i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: accelerated vesting of unvested equity awards, shares granted this year will automatically accelerate at the maximum performance level and a rationale was disclosed. Therefore, a vote is cast against.</i></p>	

## EXPRESS SCRIPTS HOLDING COMPANY

**Meeting Date:** 05/10/2018

**Country:** USA

**Primary Security ID:** 30219G108

**Record Date:** 03/13/2018

**Meeting Type:** Annual

**Primary CUSIP:** 30219G108

**Shares Voted:** 298

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### EXPRESS SCRIPTS HOLDING COMPANY

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Elder Granger	For
1d	Elect Director Nicholas J. LaHowchic	For
1e	Elect Director Thomas P. Mac Mahon	For
1f	Elect Director Kathleen M. Mazzarella	For
1g	Elect Director Frank Mergenthaler	For
1h	Elect Director Woodrow A. Myers, Jr.	For
1i	Elect Director Roderick A. Palmore	For
1j	Elect Director George Paz	For
1k	Elect Director William L. Roper	For
1l	Elect Director Seymour Sternberg	For
1m	Elect Director Timothy Wentworth	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Report on Gender Pay Gap	For
	<i>Voter Rationale: This shareholder proposal asks the board to provide a report to reduce the gender pay gap at the company. It appears the company has initiatives to create a more gender balanced organization and is committed to compensating its employees fairly regardless of gender. The report requested by the proponent would help validate that claim, a vote is cast in favor.</i>	
5	Report on Measures Taken to Manage and Mitigate Cyber Risk	For
	<i>Voter Rationale: This proposal asks the board to provide a report on its cyber risk and actions taken to mitigate that risk. The company is in the healthcare industry and it handles confidential personal health information. The filer says that in 2008, the company disclosed a data breach that affected the personal and medical information of 700,000 customers. Disclosures regarding the company's cyber-security risks are provided in its annual report and the board's role in risk management is explained in its corporate governance section of its 2018 proxy statement. However, one area that the company does not provide sufficient detail is the use of third party vendors to collect and share customer data. The company does not elaborate on how potential cybersecurity risks are managed by third parties or what kind of oversight is in place. Additional information is needed by shareholders to evaluate that potential trouble spot in its business. Therefore, a vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Extra Space Storage Inc.

**Meeting Date:** 05/23/2018

**Country:** USA

**Primary Security ID:** 30225T102

**Record Date:** 03/26/2018

**Meeting Type:** Annual

**Primary CUSIP:** 30225T102

**Shares Voted:** 67

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Kenneth M. Woolley	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1.2	Elect Director Joseph D. Margolis	Against
1.3	Elect Director Roger B. Porter	For
1.4	Elect Director Ashley Dreier	For
1.5	Elect Director Spencer F. Kirk	Against
1.6	Elect Director Dennis J. Letham	For
1.7	Elect Director Diane Olmstead	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	

## Exxon Mobil Corporation

**Meeting Date:** 05/30/2018

**Country:** USA

**Primary Security ID:** 30231G102

**Record Date:** 04/04/2018

**Meeting Type:** Annual

**Primary CUSIP:** 30231G102

**Shares Voted:** 2,239

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Susan K. Avery	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Exxon Mobil 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. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there are insiders who serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	
1.2	Elect Director Angela F. Braly	For
1.3	Elect Director Ursula M. Burns	For
1.4	Elect Director Kenneth C. Frazier	Against
1.5	Elect Director Steven A. Kandarian	Against
1.6	Elect Director Douglas R. Oberhelman	For
1.7	Elect Director Samuel J. Palmisano	For
1.8	Elect Director Steven S Reinemund	For
1.9	Elect Director William C. Weldon	For
1.10	Elect Director Darren W. Woods	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	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>	
5	Amend Bylaws -- Call Special Meetings	For
	<i>Voter Rationale: This shareholder proposal asks the board to take the steps necessary to amend the company's bylaws to give holders in the aggregate of 10% of our outstanding common stock the power to call a special share owner meeting. A vote is cast in favor.</i>	
6	Disclose a Board Diversity and Qualifications Matrix	For
	<i>Voter Rationale: This shareholder proposal requests the board disclose to shareholders in a matrix form each director's/nominee's gender and race/ethnicity, as well as skills, experience, and attributes that are most connected to the company's overall business, long-term strategy and risks. A board matrix would help shareholders determine if: the nominees are fit for a board seat considering the company's business strategy and risks; and bring to light any gaps in skills and experience. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Exxon Mobil Corporation

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

## F5 Networks, Inc.

**Meeting Date:** 03/15/2018      **Country:** USA      **Primary Security ID:** 315616102  
**Record Date:** 01/08/2018      **Meeting Type:** Annual

**Primary CUSIP:** 315616102

**Shares Voted:** 38

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director A. Gary Ames	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 Sandra E. Bergeron	For
1c	Elect Director Deborah L. Bevier	For
1d	Elect Director Jonathan C. Chadwick	For
1e	Elect Director Michael L. Dreyer	For
1f	Elect Director Alan J. Higginson	For
1g	Elect Director Peter S. Klein	For
1h	Elect Director Francois Locoh-Donou	For
1i	Elect Director John McAdam	For
1j	Elect Director Stephen M. Smith *Withdrawn Resolution*	
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## F5 Networks, Inc.

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

## Facebook, Inc.

Meeting Date: 05/31/2018 Country: USA Primary Security ID: 30303M102  
Record Date: 04/06/2018 Meeting Type: Annual

Primary CUSIP: 30303M102

Shares Voted: 1,265

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Marc L. Andreessen	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of 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 Erskine B. Bowles	For
1.3	Elect Director Kenneth I. Chenault	For
1.4	Elect Director Susan D. Desmond-Hellmann	For
1.5	Elect Director Reed Hastings	For
1.6	Elect Director Jan Koum - Withdrawn Resolution	
1.7	Elect Director Sheryl K. Sandberg	For
1.8	Elect Director Peter A. Thiel	For
1.9	Elect Director Mark Zuckerberg	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	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
<i>Voter Rationale: A shareholder has submitted a proposal requesting the board to give each share one vote. The Company has a dual-class capital structure. Each share of Class A common stock will entitle the holder to one vote per share, and each share of Class B common stock will entitle the holder to ten votes per share. It is in the best interests of shareholders for all voting rights to be equal. A vote is cast in favor.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Facebook, Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Establish Board Committee on Risk Management <i>Voter Rationale: This proposal seeks creation of a compliance committee to better ensure that the Company is in compliance with all relevant government regulations. That would be prudent for the Company and in the best interests of shareholders. A vote is cast in favor.</i>	For
5	Adopt Simple Majority Vote <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
6	Report on Major Global Content Management Controversies (Fake News) <i>Voter Rationale: This shareholder proposal requests the Company to provide a report that evaluates the efficacy of the regulation of its content policies and reviewing the risks associated with content management controversies. The Company has been entangled in the controversies related to fake news, hate speech, abusive online behavior and problematic "behavioral microtargeting." The Company has made efforts and has acknowledged that resolving it is far more complicated than the governing structures it has in place. A report would be prudent for shareholders to assess the impact on company finances, operations and reputation. A vote is cast in favor.</i>	For
7	Report on Gender Pay Gap <i>Voter Rationale: This shareholder proposal asks the board to provide a report to reduce the gender pay gap at the company. It appears the company has initiatives to create a more gender balanced organization and is committed to compensating its employees fairly regardless of gender. The report requested by the proponent would help validate that claim, a vote is cast in favor.</i>	For
8	Report on Responsible Tax Principles <i>Voter Rationale: This shareholder proposal request the Company provide shareholders with a report on the company's tax practices and adopt responsible tax principles. Corporate tax evasion costs the U.S. government around \$100 billion each year and in 2016 the Internal Revenue Service has challenged the Company's transfer pricing with foreign subsidiaries from 2010 that the Company would owe an additional 3 to 5 billion in taxes. The Company asserts risk factors in its 10-k may be anticipated tax liabilities and change in tax laws or tax rulings. Given the impact of companies' offshore tax avoidance strategies on local economies and government services, a vote is cast in favor of this proposal.</i>	For

### Fastenal Company

**Meeting Date:** 04/24/2018      **Country:** USA      **Primary Security ID:** 311900104  
**Record Date:** 02/23/2018      **Meeting Type:** Annual

**Primary CUSIP:** 311900104

**Shares Voted:** 174

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Fastenal Company

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Michael J. Dolan	For
1d	Elect Director Stephen L. Eastman	For
1e	Elect Director Daniel L. Florness	For
1f	Elect Director Rita J. Heise	For
1g	Elect Director Darren R. Jackson	For
1h	Elect Director Daniel L. Johnson	For
1i	Elect Director Scott A. Satterlee	For
1j	Elect Director Reyne K. Wisecup	For
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	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	Approve Outside Director Stock Awards/Options in Lieu of Cash	For
	<i>Voter Rationale: This proposal establishes a stock plan for outside directors which pays some or all of the directors' compensation in stock. This aligns the interests of directors and shareholders. A vote is cast in favor.</i>	

## Federal Realty Investment Trust

Meeting Date: 05/02/2018

Country: USA

Primary Security ID: 313747206

Record Date: 03/14/2018

Meeting Type: Annual

Primary CUSIP: 313747206

Shares Voted: 38

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Federal Realty Investment Trust

Proposal Number	Proposal Text	Vote Instruction
1.3	Elect Director Elizabeth I. Holland	For
1.4	Elect Director Gail P. Steinel	For
1.5	Elect Director Warren M. Thompson	Against
1.6	Elect Director Joseph S. Vassalluzzo	Against
1.7	Elect Director Donald C. Wood	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	Ratify Grant Thornton 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>		

### FedEx Corp.

<b>Meeting Date:</b> 09/24/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 31428X106
<b>Record Date:</b> 07/30/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 31428X106		
<b>Shares Voted:</b> 130		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John A. Edwardson	Against
<i>Voter Rationale: A vote is cast against all nominees except for those nominees who are new to the board in response to excessive pledging of shares by Company leadership.</i>		
1.2	Elect Director Marvin R. Ellison	Against
1.3	Elect Director Susan Patricia Griffith	For
1.4	Elect Director John C. (Chris) Inglis	Against
1.5	Elect Director Kimberly A. Jabal	Against
1.6	Elect Director Shirley Ann Jackson	Against
1.7	Elect Director R. Brad Martin	Against
1.8	Elect Director Joshua Cooper Ramo	Against
1.9	Elect Director Susan C. Schwab	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### FedEx Corp.

Proposal Number	Proposal Text	Vote Instruction
1.10	Elect Director Frederick W. Smith	Against
1.11	Elect Director David P. Steiner	Against
1.12	Elect Director Paul S. Walsh	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	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	Report on Lobbying Payments and Policy	For
<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>		
5	Provide Right to Act by Written Consent	For
<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>		
6	Bylaw Amendment Confirmation by Shareholders	Against
<i>Voter Rationale: This proposal makes amendments to the Company's articles that include some changes that are adverse to shareholder interests. A vote is cast against.</i>		

### Fidelity National Information Services, Inc.

Meeting Date: 05/30/2018

Country: USA

Primary Security ID: 31620M106

Record Date: 04/02/2018

Meeting Type: Annual

Primary CUSIP: 31620M106

Shares Voted: 175

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Fidelity National Information Services, Inc.

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Keith W. Hughes	For
1c	Elect Director David K. Hunt	For
1d	Elect Director Stephan A. James	For
1e	Elect Director Leslie M. Muma	For
1f	Elect Director Gary A. Norcross	For
1g	Elect Director Louise M. Parent	For
1h	Elect Director James B. Stallings, Jr.	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	Amend 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>		

### Fifth Third Bancorp

<b>Meeting Date:</b> 04/17/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 316773100
<b>Record Date:</b> 02/23/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 316773100		
<b>Shares Voted:</b> 426		

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. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and for all other nominees.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Fifth Third Bancorp

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director B. Evan Bayh, III	For
1.3	Elect Director Jorge L. Benitez	For
1.4	Elect Director Katherine B. Blackburn	Against
1.5	Elect Director Emerson L. Brumback	For
1.6	Elect Director Jerry W. Burris	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	Against
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against 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>	

### FirstEnergy Corp.

Meeting Date: 05/15/2018

Country: USA

Primary Security ID: 337932107

Record Date: 03/16/2018

Meeting Type: Annual

Primary CUSIP: 337932107

Shares Voted: 235

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### FirstEnergy Corp.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Michael J. Anderson	For
1.3	Elect Director Steven J. Demetriou	For
1.4	Elect Director Julia L. Johnson	For
1.5	Elect Director Charles E. Jones	For
1.6	Elect Director Donald T. Misheff	For
1.7	Elect Director Thomas N. Mitchell	For
1.8	Elect Director James F. O'Neil, III	For
1.9	Elect Director Christopher D. Pappas	For
1.10	Elect Director Sandra Pianalto	For
1.11	Elect Director Luis A. Reyes	For
1.12	Elect Director Jerry Sue Thornton	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Eliminate Supermajority Vote Requirement	For
	<i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	
5	Adopt Majority Voting for Uncontested Election of Directors	For
	<i>Voter Rationale: This management proposal seeks to amend its corporate documents to provide nominees for the Board must receive the vote of a majority of shares cast at an annual meeting of shareholders in order to be elected. Requiring a majority vote for election/re-election would give real teeth to the vote no campaigns that are now just symbolic protest votes waged against incumbent directors who shareholders feel are not responsive. A vote is cast in favor.</i>	
6	Provide Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### FirstEnergy Corp.

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

### Fiserv, Inc.

**Meeting Date:** 05/23/2018      **Country:** USA      **Primary Security ID:** 337738108  
**Record Date:** 03/23/2018      **Meeting Type:** Annual

**Primary CUSIP:** 337738108

**Shares Voted:** 218

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Alison Davis	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Harry F. DiSimone	For
1.3	Elect Director John Y. Kim	For
1.4	Elect Director Dennis F. Lynch	For
1.5	Elect Director Denis J. O'Leary	For
1.6	Elect Director Glenn M. Renwick	For
1.7	Elect Director Kim M. Robak	For
1.8	Elect Director JD Sherman	For
1.9	Elect Director Doyle R. Simons	For
1.10	Elect Director Jeffery W. Yabuki	For
2	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>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Fiserv, Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
5	Provide For Confidential Running Vote Tallies On Executive Pay Matters <i>Voter Rationale: This proposal seeks approval of the Company adopting a policy that would restrict the Company and Board access to the running voting tallies on executive pay matters. Management would continue to have access to shareholder comments on the ballot. The proponent argues that confidential voting would prevent management from embellishing the vote for their own agenda. In most U.S. companies, the results of the vote tallies determine whether or not a Company goes forth with shareholder solicitation. By preventing access to the vote tally results however, could inadvertently lead to excessive solicitation, which can be very costly. Viewing of vote tallies is a routine practice. The proponent has not presented a compelling case for change. A vote is cast against this proposal.</i>	Against

### FLIR Systems, Inc.

**Meeting Date:** 04/20/2018      **Country:** USA      **Primary Security ID:** 302445101  
**Record Date:** 02/23/2018      **Meeting Type:** Annual

**Primary CUSIP:** 302445101

**Shares Voted:** 84

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director James J. Cannon <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director John D. Carter	For
1.3	Elect Director William W. Crouch	For
1.4	Elect Director Catherine A. Halligan	For
1.5	Elect Director Earl R. Lewis	For
1.6	Elect Director Angus L. Macdonald	For
1.7	Elect Director Michael T. Smith	For
1.8	Elect Director Cathy A. Stauffer	For
1.9	Elect Director Robert S. Tyrer	For
1.10	Elect Director John W. Wood, Jr.	For
1.11	Elect Director Steven E. Wynne	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### FLIR Systems, Inc.

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

### Flowerserve Corporation

**Meeting Date:** 05/24/2018      **Country:** USA      **Primary Security ID:** 34354P105  
**Record Date:** 03/29/2018      **Meeting Type:** Annual

**Primary CUSIP:** 34354P105

**Shares Voted:** 69

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director R. Scott Rowe  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Ruby R. Chandy	For
1c	Elect Director Leif E. Darner	For
1d	Elect Director Gayla J. Delly	For
1e	Elect Director Roger L. Fix	For
1f	Elect Director John R. Friedery	For
1g	Elect Director Joe E. Harlan	For
1h	Elect Director Rick J. Mills	For
1i	Elect Director David E. Roberts	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: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Flowserve Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Adopt GHG Emissions Reduction Goals  <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For
5	Provide Right to Act by Written Consent  <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

## Fluor Corporation

**Meeting Date:** 05/03/2018      **Country:** USA      **Primary Security ID:** 343412102  
**Record Date:** 03/05/2018      **Meeting Type:** Annual

**Primary CUSIP:** 343412102

**Shares Voted:** 74

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Peter K. Barker  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1B	Elect Director Alan M. Bennett	For
1C	Elect Director Rosemary T. Berkery	For
1D	Elect Director Peter J. Fluor	For
1E	Elect Director James T. Hackett	For
1F	Elect Director Samuel J. Locklear, III	For
1G	Elect Director Deborah D. McWhinney	For
1H	Elect Director Armando J. Olivera	For
1I	Elect Director Matthew K. Rose	For
1J	Elect Director David T. Seaton	For
1K	Elect Director Nader H. Sultan	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Fluor Corporation

Proposal Number	Proposal Text	Vote Instruction
1L	Elect Director Lynn C. Swann	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	Adopt Quantitative Company-wide GHG Goals	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>		

## FMC Corporation

Meeting Date: 04/24/2018

Country: USA

Primary Security ID: 302491303

Record Date: 02/27/2018

Meeting Type: Annual

Primary CUSIP: 302491303

Shares Voted: 81

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### FMC Corporation

Proposal Number	Proposal Text	Vote Instruction
1h	Elect Director Margareth Ovrum	For
1i	Elect Director Robert C. Pallash	For
1j	Elect Director William H. Powell	For
1k	Elect Director Vincent R. Volpe, Jr.	For
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>		

### Foot Locker, Inc.

Meeting Date: 05/23/2018

Country: USA

Primary Security ID: 344849104

Record Date: 03/26/2018

Meeting Type: Annual

Primary CUSIP: 344849104

Shares Voted: 64

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Maxine 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 Alan D. Feldman	For
1c	Elect Director Richard A. Johnson	For
1d	Elect Director Guillermo G. Marmol	For
1e	Elect Director Matthew M. McKenna	For
1f	Elect Director Steven Oakland	For
1g	Elect Director Ulice Payne, Jr.	For
1h	Elect Director Cheryl Nido Turpin	For
1i	Elect Director Kimberly Underhill	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Foot Locker, Inc.

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

## Ford Motor Company

**Meeting Date:** 05/10/2018

**Country:** USA

**Primary Security ID:** 345370860

**Record Date:** 03/14/2018

**Meeting Type:** Annual

**Primary CUSIP:** 345370860

**Shares Voted:** 2,052

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Stephen G. Butler	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 Kimberly A. Casiano	For
1c	Elect Director Anthony F. Earley, Jr.	For
1d	Elect Director Edsel B. Ford, II	For
1e	Elect Director William Clay Ford, Jr.	For
1f	Elect Director James P. Hackett	For
1g	Elect Director William W. Helman, IV	For
1h	Elect Director William E. Kennard	For
1i	Elect Director John C. Lechleiter	For
1j	Elect Director Ellen R. Marram	For
1k	Elect Director John L. Thornton	For
1l	Elect Director John B. Veihmeyer	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Ford Motor Company

Proposal Number	Proposal Text	Vote Instruction
1m	Elect Director Lynn M. Vojvodich	For
1n	Elect Director John S. Weinberg	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 15.08% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
	<i>Voter Rationale: A shareholder has submitted a proposal requesting the board to give each share one vote. The Company has a dual-class capital structure. Each share of Class A common stock will entitle the holder to one vote per share, and each share of Class B common stock will entitle the holder to ten votes per share. It is in the best interests of shareholders for all voting rights to be equal. A vote is cast in favor.</i>	
6	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	
7	Report on Fleet GHG Emissions in Relation to CAFE Standards	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>	
8	Transparent Political Spending	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Fortive Corporation

**Meeting Date:** 06/05/2018

**Country:** USA

**Primary Security ID:** 34959J108

**Record Date:** 04/09/2018

**Meeting Type:** Annual

**Primary CUSIP:** 34959J108

**Shares Voted:** 162

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Feroz Dewan <i>Voter Rationale: A vote is cast to withhold on all nominees except for those nominees who are new to the board because the board's actions diminished shareholder rights without shareholder approval.</i>	Against
1B	Elect Director James A. Lico	Against
2	Ratify Ernst and Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 10.37% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against

### Fortune Brands Home & Security, Inc.

**Meeting Date:** 05/01/2018

**Country:** USA

**Primary Security ID:** 34964C106

**Record Date:** 03/02/2018

**Meeting Type:** Annual

**Primary CUSIP:** 34964C106

**Shares Voted:** 93

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Ann F. Hackett	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Fortune Brands Home & Security, Inc.

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

### Franklin Resources, Inc.

Meeting Date: 02/14/2018

Country: USA

Primary Security ID: 354613101

Record Date: 12/18/2017

Meeting Type: Annual

Primary CUSIP: 354613101

Shares Voted: 198

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Peter K. Barker	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 Mariann Byerwalter	For
1c	Elect Director Charles E. Johnson	For
1d	Elect Director Gregory E. Johnson	For
1e	Elect Director Rupert H. Johnson, Jr.	For
1f	Elect Director Mark C. Pigott	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Franklin Resources, Inc.

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director Chutta Ratnathicam	For
1h	Elect Director Laura Stein	For
1i	Elect Director Seth H. Waugh	For
1j	Elect Director Geoffrey Y. Yang	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Report on Lobbying Payments and Policy	For
<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>		

### Freeport-McMoRan Inc.

Meeting Date: 06/05/2018

Country: USA

Primary Security ID: 35671D857

Record Date: 04/10/2018

Meeting Type: Annual

Primary CUSIP: 35671D857

Shares Voted: 711

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Richard C. Adkerson	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>		
1.2	Elect Director Gerald J. Ford	For
1.3	Elect Director Lydia H. Kennard	For
1.4	Elect Director Jon C. Madonna	For
1.5	Elect Director Courtney Mather	Against
1.6	Elect Director Dustan E. McCoy	For
1.7	Elect Director Frances Fragos Townsend	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Freeport-McMoRan Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

## Gap Inc.

**Meeting Date:** 05/22/2018      **Country:** USA      **Primary Security ID:** 364760108  
**Record Date:** 03/26/2018      **Meeting Type:** Annual

**Primary CUSIP:** 364760108

**Shares Voted:** 115

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert J. Fisher  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a 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 William S. Fisher	Against
1c	Elect Director Tracy Gardner	Against
1d	Elect Director Brian Goldner	For
1e	Elect Director Isabella D. Goren	For
1f	Elect Director Bob L. Martin	For
1g	Elect Director Jorge P. Montoya	For
1h	Elect Director Chris O'Neill	For
1i	Elect Director Arthur Peck	Against
1j	Elect Director Mayo A. Shattuck, III	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Gap Inc.

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

### Garmin Ltd.

**Meeting Date:** 06/08/2018      **Country:** Switzerland      **Primary Security ID:** H2906T109  
**Record Date:** 04/13/2018      **Meeting Type:** Annual

**Primary CUSIP:** G37260109

**Shares Voted:** 58

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Garmin Ltd.

Proposal Number	Proposal Text	Vote Instruction
6.1	Elect Director Min H. Kao  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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
6.2	Elect Director Joseph J. Hartnett	For
6.3	Elect Director Charles W. Peffer	For
6.4	Elect Director Clifton A. Pemble	For
6.5	Elect Director Rebecca R. Tilden	For
6.6	Elect Director Jonathan C. Burrell	For
7	Elect Min H. Kao as Board Chairman  <i>Voter Rationale: This proposal seeks approval of appointing the Board's chairman. The chairman should be in the position to oversee and monitor the Company's CEO and management. That can only happen if the chairman is an independent outsider. The proposed nominee cannot be considered as an independent outsider. Therefore, a vote is cast against the proposal.</i>	Against
8.1	Appoint Joseph J. Hartnett as Member of the Compensation Committee  <i>Voter Rationale: This proposal seeks to elect the members of the remuneration committee. It is in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. Here the nominees are all independent outsiders. Therefore, a vote is cast in favor.</i>	For
8.2	Appoint Charles W. Peffer as Member of the Compensation Committee	For
8.3	Appoint Rebecca R. Tilden as Member of the Compensation Committee	For
8.4	Appoint Jonathan C. Burrell as Member of the Compensation Committee	For
9	Designate Reiss + Preuss LLP as Independent Proxy  <i>Voter Rationale: This proposal seeks approval for the election of an independent proxy. This is a routine, ministerial matter that does not materially affect shareholders. A vote in favor is cast.</i>	For
10	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
11	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Garmin Ltd.

Proposal Number	Proposal Text	Vote Instruction
12	Approve Fiscal Year 2019 Maximum Aggregate Compensation for the Executive Management  <i>Voter Rationale: This proposal seeks approval of setting a ceiling on the executive committee's total remuneration. It is not possible to assess the remuneration because the Company failed to disclose the allocation of remuneration on an individual basis. For that reason, a vote is cast to abstain.</i>	Abstain
13	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2018 AGM and the 2019 AGM  <i>Voter Rationale: This proposal seeks approval of setting a ceiling on the directors' total remuneration. It is not possible to assess the remuneration because the Company failed to disclose the allocation of remuneration on an individual basis. For that reason, a vote is cast to abstain.</i>	Abstain
14	Amend Articles of Association to Add Persons Who Can Act As Chairman of Shareholder Meetings  <i>Voter Rationale: This proposal seeks shareholder approval of various amendments to the Company's articles of association. The amendments are essentially housekeeping in nature and not against the best interest of shareholders. A vote is cast in favor of the proposal.</i>	For
15	Approve CHF 3.96 Million Authorized Capital Increase without Preemptive Rights  <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). This concept is expensive, cumbersome and, in view of modern trading practices, unnecessary. The shares involved are not excessive. A yes vote is cast.</i>	For
A	Transact Other Business (Voting)  <i>Voter Rationale: This proposal requests permission to act upon such other business as may properly come before the meeting. Such a blank check delegation of voting rights is not in the best interests of shareholders. A vote is cast against.</i>	Against

### Gartner, Inc.

Meeting Date: 05/24/2018

Country: USA

Primary Security ID: 366651107

Record Date: 03/29/2018

Meeting Type: Annual

Primary CUSIP: 366651107

Shares Voted: 48

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Gartner, Inc.

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Raul E. Cesan	For
1e	Elect Director Karen E. Dykstra	For
1f	Elect Director Anne Sutherland Fuchs	For
1g	Elect Director William O. Grabe	For
1h	Elect Director Eugene A. Hall	For
1i	Elect Director Stephen G. Pagliuca	For
1j	Elect Director Eileen Serra	For
1k	Elect Director James C. Smith	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>		

### General Dynamics Corporation

Meeting Date: 05/02/2018

Country: USA

Primary Security ID: 369550108

Record Date: 03/08/2018

Meeting Type: Annual

Primary CUSIP: 369550108

Shares Voted: 146

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director James S. Crown	Against
<i>Voter Rationale: A vote is cast against all nominees except for those nominees who are new to the board in response to excessive pledging of shares by Company leadership. In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1b	Elect Director Rudy F. deLeon	Against
1c	Elect Director Lester L. Lyles	Against
1d	Elect Director Mark M. Malcolm	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## General Dynamics Corporation

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director Phebe N. Novakovic	Against
1f	Elect Director C. Howard Nye	Against
1g	Elect Director William A. Osborn	Against
1h	Elect Director Catherine B. Reynolds	Against
1i	Elect Director Laura J. Schumacher	Against
1j	Elect Director Peter A. Wall	Against
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock 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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	

## General Electric Company

<b>Meeting Date:</b> 04/25/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 369604103
<b>Record Date:</b> 02/26/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 369604103		
<b>Shares Voted:</b> 5,240		

Proposal Number	Proposal Text	Vote Instruction
1	Elect Director Sebastien M. Bazin	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
2	Elect Director W. Geoffrey Beattie	For
3	Elect Director John J. Brennan	Against
4	Elect Director H. Lawrence Culp, Jr.	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## General Electric Company

Proposal Number	Proposal Text	Vote Instruction
5	Elect Director Francisco D'Souza	Against
6	Elect Director John L. Flannery	Against
7	Elect Director Edward P. Garden	For
8	Elect Director Thomas W. Horton	For
9	Elect Director Risa Lavizzo-Mourey	Against
10	Elect Director James J. Mulva	Against
11	Elect Director Leslie F. Seidman	For
12	Elect Director James S. Tisch	Against
13	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>	
14	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>	
15	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>	
16	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>	
17	Provide for Cumulative Voting	For
	<i>Voter Rationale: This proposal establishes cumulative voting, where each shareholder has votes equal to the number of shares multiplied by board nominees. A shareholder can lump all votes for one candidate--an effective way to elect someone. A vote is cast in favor.</i>	
18	Adjust Executive Compensation Metrics for Share Buybacks	For
	<i>Voter Rationale: This shareholder proposal asks the board to adopt a policy that will not use earnings per share or financial ratios like return on net assets or equity in determining a senior executives incentive compensation unless the board uses the number of outstanding shares on the beginning date of the performance period and excludes the effect of stock buybacks that have occurred between that date and the end of the performance period. The Company's repurchases were substantial during the time period from 2008 to 2017 and the proponent is concerned about executives being rewarded for the positive effect that share buybacks have on per share or financial return ratio executive incentive pay metrics. The policy advocated by the proponent would eliminate the ability of using stock buybacks to manipulate pay metrics. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## General Electric Company

Proposal Number	Proposal Text	Vote Instruction
19	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
20	Report on Stock Buybacks <i>Voter Rationale: This shareholder proposal asks the board to prepare a report that provide reasons for the Company's share repurchases for fiscal years 2008 through 2017. Looking to the future, the proponent also asks that the report include: what price range would be suitable for a repurchase action; who is authorized to put the repurchase actions into effect; and what criteria is used in deciding to use borrowed money to fund the repurchase. In the past the company spent billions of dollars to repurchase company shares at significantly higher prices than the price at which the shares currently trading. Last year the Company cut its dividends because it ran short of cash. The Company's repurchase are disclosed in quarterly SEC filings on a quarterly basis and the other information requested by the proponent would be difficult to furnish because the Company's business outlook changes due to market and balance sheet conditions. Shareholders are dissatisfied with the Company's poor use of capital resources for share repurchase programs and mergers, however, the proposal seeks to impose constraints on the board as noted above, that would hamper the board's decision making regarding repurchases. A vote is cast against.</i>	Against
21	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

## General Mills, Inc.

**Meeting Date:** 09/25/2018      **Country:** USA      **Primary Security ID:** 370334104  
**Record Date:** 07/27/2018      **Meeting Type:** Annual

**Primary CUSIP:** 370334104

**Shares Voted:** 314

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### General Mills, Inc.

Proposal Number	Proposal Text	Vote Instruction
1h	Elect Director Steve Odland	For
1i	Elect Director Maria A. Sastre	For
1j	Elect Director Eric D. Sprunk	For
1k	Elect Director Jorge A. Uribe	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify KPMG LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
4	Report on Impact of Pesticides on Pollinators	For
<i>Voter Rationale: This shareholder proposal asks the company to disclose at regular intervals metrics on pesticide use in the company's supply chain and related impacts on pollinators (bees). The proponent stated there is a growing scientific consensus that a type of pesticide and herbicide (neonicotinoids and glyphosates) are contributing to pollinator decline and the company's focus has been on planting wildflowers instead of reducing pesticide and herbicide use in its supply chain. The company said it is committed to studying neonicotinoid pesticides' role in pollinator decline but, it doesn't disclose the amount of pesticide estimated to be avoided by its suppliers or that it encourages its suppliers to reduce the amount of pesticide used. Three of the company's competitors are ahead of it in tracking and reducing pesticide use. The issue raised by this proposal is gaining greater public awareness and the report requested by the proponent would help shareholders to evaluate the potential risk to their investment. A vote is cast in favor.</i>		

### General Motors Company

Meeting Date: 06/12/2018

Country: USA

Primary Security ID: 37045V100

Record Date: 04/16/2018

Meeting Type: Annual

Primary CUSIP: 37045V100

Shares Voted: 667

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## General Motors Company

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Jane L. Mendillo	For
1e	Elect Director Michael G. Mullen	For
1f	Elect Director James J. Mulva	For
1g	Elect Director Patricia F. Russo	For
1h	Elect Director Thomas M. Schoewe	For
1i	Elect Director Theodore M. Solso	For
1j	Elect Director Carol M. Stephenson	For
1k	Elect Director Devin N. Wenig	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
4	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>	
5	Provide Right to Act by Written Consent	For
	<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	
6	Report on Fleet GHG Emissions in Relation to CAFE Standards	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>	

## Genuine Parts Company

Meeting Date: 04/23/2018

Country: USA

Primary Security ID: 372460105

Record Date: 02/13/2018

Meeting Type: Annual

Primary CUSIP: 372460105

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Genuine Parts Company

Shares Voted: 89

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Elizabeth W. Camp	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Paul D. Donahue	For
1.3	Elect Director Gary P. Fayard	For
1.4	Elect Director Thomas C. Gallagher	For
1.5	Elect Director P. Russell Hardin	For
1.6	Elect Director John R. Holder	For
1.7	Elect Director Donna W. Hyland	For
1.8	Elect Director John D. Johns	For
1.9	Elect Director Robert C. 'Robin' Loudermilk, Jr.	For
1.10	Elect Director Wendy B. Needham	For
1.11	Elect Director E. Jenner Wood, III	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	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>	

## GGP Inc.

Meeting Date: 06/19/2018

Country: USA

Primary Security ID: 36174X101

Record Date: 04/23/2018

Meeting Type: Annual

Primary CUSIP: 36174X101

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### GGP Inc.

Shares Voted: 333

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

### GGP Inc.

Meeting Date: 07/26/2018

Country: USA

Primary Security ID: 36174X101

Record Date: 06/22/2018

Meeting Type: Special

Primary CUSIP: 36174X101

Shares Voted: 335

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### GGP Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by Brookfield Property Partners LP in a cash and stock transaction valued at \$21.0 billion. The Company is a REIT that owns retail properties (malls) and its shareholders will own 26% of the combined company. Brookfield is a commercial real estate company. The Board recommends shareholder approval because: like other mall owners, the company has been facing a strong headwind as retailers close stores; Brookfield's access to capital and its extensive operating experience across many real estate sectors; the consideration allows for shareholders to participate in the future growth of the combined company; and no other potential purchaser other than Brookfield made an offer to buy the company prior to the execution of the merger agreement. Per the terms of the merger, each share of company stock will receive \$23.00 in cash or one Brookfield share or one Class A share of Brookfield Property REIT, Inc., a newly created U.S. REIT. The per share consideration amount of \$21.90 at announcement represents premium of 15.2% to the unaffected date as of 11-06-17. An opinion has been issued by Goldman Sachs that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i>	
2	Authorize a New Class of Capital Stock	Against
	<i>Voter Rationale: This proposal establishes a dual class stock with different voting and dividend rights. It is best for all shareholders to be treated equally. A vote is cast against.</i>	
3	Amend Charter to Remove the Ability of Stockholders to Prohibit BPR Board from Amending the BPR Bylaws	Against
	<i>Voter Rationale: This proposal seeks shareholder approval to amend the company's charter to remove shareholders' ability to prohibit the newly created Brookfield Property REIT Inc. board from further amending the bylaws that had been amended by shareholders. This proposal is a closing condition to the merger however, this proposal would protect the board from accountability to shareholders by allowing the board to reverse a bylaw amendment approved by shareholders. Therefore, a vote is cast against.</i>	
4	Increase Supermajority Vote Requirement for Amendments	Against
	<i>Voter Rationale: This proposal adopts a supermajority requirement to amend the company's Articles. This proposal is a closing condition to the merger. Requiring approval by more than a simple majority of voting shares could also entrench management by preventing actions that may benefit shareholders. A vote is cast against.</i>	
5	Adopt or Increase Supermajority Vote Requirement for Removal of Directors	Against
	<i>Voter Rationale: This proposal adopts a supermajority requirement to increase the supermajority vote requirement for the removal of directors. This proposal is a closing condition to the merger. Requiring approval by more than a simple majority of voting shares could also entrench management by preventing actions that may benefit shareholders. A vote is cast against.</i>	
6	Amend Bylaws to Include a Provision Requiring BPR to Include in its Proxy Statements and Proxy Cards Director Candidates Selected by a BPY Affiliate	Against
	<i>Voter Rationale: The board seeks shareholder approval to amend the company's bylaws to require Brookfield Property REIT Inc. (BPR, the newly created REIT) to include director candidates selected by Brookfield Properties, Inc. (BPI), an affiliate of Brookfield Property Partners LP, in its proxy statements and proxy cards for any meeting of BPR shareholders. The proposal is a closing condition to the merger. Approval of this proposal means that BPI will not be subject to the restrictions or prohibitions that apply to the nominations or election of all other candidates for director election. Therefore, a vote is cast against the proposal.</i>	
7	Eliminate Right to Call Special Meeting	Against
	<i>Voter Rationale: This eliminates the right of shareholders to call a special meeting. If a majority of shareholders want to call a special meeting, they should be allowed to do so. A vote is cast against.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### GGP Inc.

Proposal Number	Proposal Text	Vote Instruction
8	Advisory Vote on Golden Parachutes	Against
<i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: for accelerated vesting of un-vested equity awards in an amount that is excessive. Therefore, a vote is cast against.</i>		

### Gilead Sciences, Inc.

**Meeting Date:** 05/09/2018      **Country:** USA      **Primary Security ID:** 375558103  
**Record Date:** 03/16/2018      **Meeting Type:** Annual

**Primary CUSIP:** 375558103

**Shares Voted:** 687

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John F. Cogan	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 Jacqueline K. Barton	For
1c	Elect Director Kelly A. Kramer	For
1d	Elect Director Kevin E. Lofton	For
1e	Elect Director John C. Martin	For
1f	Elect Director John F. Milligan	For
1g	Elect Director Richard J. Whitley	For
1h	Elect Director Gayle E. Wilson	For
1i	Elect Director Per Wold-Olsen	For
2	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Gilead Sciences, Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
5	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

### Global Payments Inc.

<b>Meeting Date:</b> 04/27/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 37940X102
<b>Record Date:</b> 03/05/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 37940X102		
<b>Shares Voted:</b> 84		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director William I. Jacobs <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Robert H.B. Baldwin, Jr.	For
1.3	Elect Director Alan M. Silberstein	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Ratify 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

### H&R Block, Inc.

<b>Meeting Date:</b> 09/13/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 093671105
<b>Record Date:</b> 07/13/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 093671105		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## H&R Block, Inc.

Shares Voted: 111

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Angela N. Archon  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Paul J. Brown	For
1c	Elect Director Robert A. Gerard	For
1d	Elect Director Richard A. Johnson	For
1e	Elect Director Jeffrey J. Jones, II	For
1f	Elect Director David Baker Lewis	For
1g	Elect Director Victoria J. Reich	For
1h	Elect Director Bruce C. Rohde	For
1i	Elect Director Matthew E. Winter	For
1j	Elect Director Christianna Wood	For
2	Ratify Deloitte & Touche LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors  <i>Voter Rationale: This proposal makes amendments to the Company's articles that include some changes that are adverse to shareholder interests. A vote is cast against.</i>	Against

## Halliburton Company

Meeting Date: 05/16/2018

Country: USA

Primary Security ID: 406216101

Record Date: 03/19/2018

Meeting Type: Annual

Primary CUSIP: 406216101

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Halliburton Company

Shares Voted: 459

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director William E. Albrecht	For
1c	Elect Director Alan M. Bennett	For
1d	Elect Director James R. Boyd	For
1e	Elect Director Milton Carroll	For
1f	Elect Director Nance K. Dicciani	For
1g	Elect Director Murry S. Gerber	For
1h	Elect Director Jose C. Grubisich	For
1i	Elect Director David J. Lesar	For
1j	Elect Director Robert A. Malone	For
1k	Elect Director Jeffrey A. Miller	For
1l	Elect Director Debra L. Reed	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>	

## Hanesbrands Inc.

Meeting Date: 04/24/2018

Country: USA

Primary Security ID: 410345102

Record Date: 02/20/2018

Meeting Type: Annual

Primary CUSIP: 410345102

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Hanesbrands Inc.

Shares Voted: 220

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

## Harley-Davidson, Inc.

Meeting Date: 05/10/2018

Country: USA

Primary Security ID: 412822108

Record Date: 03/08/2018

Meeting Type: Annual

Primary CUSIP: 412822108

Shares Voted: 89

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Troy Alstead	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Harley-Davidson, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director R. John Anderson	For
1.3	Elect Director Michael J. Cave	For
1.4	Elect Director Allan Golston	For
1.5	Elect Director Matthew S. Levatich	For
1.6	Elect Director Sara L. Levinson	For
1.7	Elect Director N. Thomas Linebarger	For
1.8	Elect Director Brian R. Niccol	For
1.9	Elect Director Maryrose T. Sylvester	For
1.10	Elect Director Jochen Zeitz	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Amend Non-Employee Director Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal adds shares to an existing stock plan for outside directors. The plan is not a good one because it does not award stock on the basis of company performance or director attendance. A vote is cast against the proposal.</i>	
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>	

### Harris Corp.

Meeting Date: 10/26/2018

Country: USA

Primary Security ID: 413875105

Record Date: 08/31/2018

Meeting Type: Annual

Primary CUSIP: 413875105

Shares Voted: 76

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director James F. Albaugh	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Harris Corp.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Sallie B. Bailey	For
1c	Elect Director William M. Brown	For
1d	Elect Director Peter W. Chiarelli	For
1e	Elect Director Thomas A. Dattilo	For
1f	Elect Director Roger B. Fradin	For
1g	Elect Director Lewis Hay, III	For
1h	Elect Director Vyomesh I. Joshi	For
1i	Elect Director Leslie F. Kenne	For
1j	Elect Director Gregory T. Swienton	For
1k	Elect Director Hansel E. Tookes, II	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify 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>	

### Hasbro, Inc.

Meeting Date: 05/17/2018

Country: USA

Primary Security ID: 418056107

Record Date: 03/21/2018

Meeting Type: Annual

Primary CUSIP: 418056107

Shares Voted: 60

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Hasbro, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Michael R. Burns	For
1.3	Elect Director Hope F. Cochran	For
1.4	Elect Director Crispin H. Davis	For
1.5	Elect Director Lisa Gersh	For
1.6	Elect Director Brian D. Goldner	For
1.7	Elect Director Alan G. Hassenfeld	For
1.8	Elect Director Tracy A. Leinbach	For
1.9	Elect Director Edward M. Philip	For
1.10	Elect Director Richard S. Stoddart	For
1.11	Elect Director Mary Beth West	For
1.12	Elect Director Linda K. Zecher	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	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>	
4	Clawback of Incentive Payments	For
	<i>Voter Rationale: This proposal asks the board to adopt a policy to review all bonuses and awards to senior executives when a restatement of the company's financial results occurs and to recoup any incentive-based compensation if specified performance targets were not actually achieved. A vote is cast for this proposal because incentive pay should be paid and retained only if the company legitimately achieves performance benchmarks that are set in advance.</i>	

## HCA Healthcare, Inc.

Meeting Date: 04/26/2018

Country: USA

Primary Security ID: 40412C101

Record Date: 03/07/2018

Meeting Type: Annual

Primary CUSIP: 40412C101

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## HCA Healthcare, Inc.

Shares Voted: 149

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director R. Milton Johnson	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 J. Dennis	For
1c	Elect Director Nancy-Ann DeParle	For
1d	Elect Director Thomas F. Frist, III	For
1e	Elect Director William R. Frist	For
1f	Elect Director Charles O. Holliday, Jr.	For
1g	Elect Director Ann H. Lamont	For
1h	Elect Director Geoffrey G. Meyers	For
1i	Elect Director Michael W. Michelson	For
1j	Elect Director Wayne J. Riley	For
1k	Elect Director John W. Rowe	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	

## HCP, Inc.

Meeting Date: 04/26/2018

Country: USA

Primary Security ID: 40414L109

Record Date: 03/07/2018

Meeting Type: Annual

Primary CUSIP: 40414L109

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### HCP, Inc.

Shares Voted: 247

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Brian G. Cartwright	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 Christine N. Garvey	For
1c	Elect Director David B. Henry	For
1d	Elect Director Thomas M. Herzog	For
1e	Elect Director Peter L. Rhein	For
1f	Elect Director Joseph P. Sullivan	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	

### Helmerich & Payne, Inc.

Meeting Date: 03/06/2018

Country: USA

Primary Security ID: 423452101

Record Date: 01/05/2018

Meeting Type: Annual

Primary CUSIP: 423452101

Shares Voted: 66

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kevin G. Cramton	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Helmerich & Payne, Inc.

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Randy A. Foutch	Against
1c	Elect Director Hans Helmerich	For
1d	Elect Director John W. Lindsay	For
1e	Elect Director Paula Marshall	For
1f	Elect Director Jose R. Mas	For
1g	Elect Director Thomas A. Petrie	For
1h	Elect Director Donald F. Robillard, Jr.	For
1i	Elect Director Edward B. Rust, Jr.	For
1j	Elect Director John D. Zeglis	For
2	Ratify Ernst & Young LLP as Auditors	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For

*Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.*

*Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.*

### Henry Schein, Inc.

**Meeting Date:** 05/31/2018      **Country:** USA      **Primary Security ID:** 806407102  
**Record Date:** 04/02/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 806407102

**Shares Voted:** 81

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Barry J. Alperin	For
1b	Elect Director Gerald A. Benjamin	For
1c	Elect Director Stanley M. Bergman	For
1d	Elect Director James P. Breslawski	For

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Henry Schein, Inc.

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director Paul Brons	For
1f	Elect Director Shira Goodman	For
1g	Elect Director Joseph L. Herring	For
1h	Elect Director Kurt P. Kuehn	For
1i	Elect Director Philip A. Laskawy	For
1j	Elect Director Anne H. Margulies	For
1k	Elect Director Mark E. Mlotek	For
1l	Elect Director Steven Paladino	For
1m	Elect Director Carol Raphael	For
1n	Elect Director E. Dianne Rekow	For
1o	Elect Director Bradley T. Sheares	For
2	Increase Authorized Common Stock	Against
<i>Voter Rationale: The company seeks to increase the number of common shares authorized. The amount requested is in excess of 50% of the amount currently available. For those reasons, a vote against is cast.</i>		
3	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Against
<i>Voter Rationale: This proposal seeks shareholder approval of the state of Delaware serving as the exclusive forum for (i) any derivative action or proceeding brought on behalf of the Corporation, (ii) any action asserting a claim of breach of a fiduciary duty owed by any director, officer, employee or agent of the Corporation to the Corporation or the Corporation's stockholders, (iii) any action asserting a claim arising pursuant to any provision of the General Corporation Law of the State of Delaware, or (iv) any action asserting a claim governed by the internal affairs doctrine. It is not in the best interests of shareholders to be prevented from seeking forums for disputes to which they would otherwise be entitled. For that reason, a vote is cast against.</i>		
4	Amend Certificate of Incorporation	For
<i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>		
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
6	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>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Hess Corporation

**Meeting Date:** 06/06/2018

**Country:** USA

**Primary Security ID:** 42809H107

**Record Date:** 04/16/2018

**Meeting Type:** Annual

**Primary CUSIP:** 42809H107

**Shares Voted:** 141

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 Terrence J. Checki	For
1.3	Elect Director Leonard S. Coleman, Jr.	For
1.4	Elect Director John B. Hess	For
1.5	Elect Director Edith E. Holiday	For
1.6	Elect Director Risa Lavizzo-Mourey	For
1.7	Elect Director Marc S. Lipschultz	For
1.8	Elect Director David McManus	For
1.9	Elect Director Kevin O. Meyers	For
1.10	Elect Director James H. Quigley	For
1.11	Elect Director Fredric G. Reynolds	For
1.12	Elect Director William G. Schrader	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify 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

## Hewlett Packard Enterprise Company

**Meeting Date:** 04/04/2018

**Country:** USA

**Primary Security ID:** 42824C109

**Record Date:** 02/05/2018

**Meeting Type:** Annual

**Primary CUSIP:** 42824C109

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

# Hewlett Packard Enterprise Company

Shares Voted: 964

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Daniel Ammann	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders. The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees.</i>	
1b	Elect Director Michael J. Angelakis	Against
1c	Elect Director Leslie A. Brun	For
1d	Elect Director Pamela L. Carter	For
1e	Elect Director Raymond J. Lane	For
1f	Elect Director Ann M. Livermore	Against
1g	Elect Director Antonio F. Neri	Against
1h	Elect Director Raymond E. Ozzie	Against
1i	Elect Director Gary M. Reiner	For
1j	Elect Director Patricia F. Russo	For
1k	Elect Director Lip-Bu Tan	Against
1l	Elect Director Margaret C. Whitman	Against
1m	Elect Director Mary Agnes Wilderotter	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Provide Right to Act by Written Consent	For
	<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## HILTON WORLDWIDE HOLDINGS INC.

**Meeting Date:** 05/10/2018

**Country:** USA

**Primary Security ID:** 43300A203

**Record Date:** 03/15/2018

**Meeting Type:** Annual

**Primary CUSIP:** 43300A203

**Shares Voted:** 106

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Christopher J. Nassetta <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Jonathan D. Gray	For
1c	Elect Director Charlene T. Begley	For
1d	Elect Director Melanie L. Healey	For
1e	Elect Director Raymond E. Mabus, Jr.	For
1f	Elect Director Judith A. McHale	For
1g	Elect Director John G. Schreiber	For
1h	Elect Director Elizabeth A. Smith	For
1i	Elect Director Douglas M. Steenland	For
1j	Elect Director Zhang Ling - Resigned Director	
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

## Hologic, Inc.

**Meeting Date:** 03/14/2018

**Country:** USA

**Primary Security ID:** 436440101

**Record Date:** 01/16/2018

**Meeting Type:** Annual

**Primary CUSIP:** 436440101

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Hologic, Inc.

Shares Voted: 167

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Stephen P. MacMillan <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Sally W. Crawford	For
1.3	Elect Director Charles J. Dockendorff	For
1.4	Elect Director Scott T. Garrett	For
1.5	Elect Director Namal Nawana	For
1.6	Elect Director Christiana Stamoulis	For
1.7	Elect Director Amy M. Wendell	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	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 7.36% 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
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

## Honeywell International Inc.

Meeting Date: 04/23/2018

Country: USA

Primary Security ID: 438516106

Record Date: 02/23/2018

Meeting Type: Annual

Primary CUSIP: 438516106

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Honeywell International Inc.

Shares Voted: 464

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Darius Adamczyk  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and for all other nominees.</i>	For
1B	Elect Director Duncan B. Angove	Against
1C	Elect Director William S. Ayer	For
1D	Elect Director Kevin Burke	For
1E	Elect Director Jaime Chico Pardo	For
1F	Elect Director D. Scott Davis	For
1G	Elect Director Linnet F. Deily	For
1H	Elect Director Judd Gregg	For
1I	Elect Director Clive Hollick	For
1J	Elect Director Grace D. Lieblein	For
1K	Elect Director George Paz	For
1L	Elect Director Robin L. Washington	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	Ratify Deloitte & Touche LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting  <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For
5	Require Independent Board Chairman  <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Honeywell International Inc.

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

## Hormel Foods Corporation

**Meeting Date:** 01/30/2018      **Country:** USA      **Primary Security ID:** 440452100  
**Record Date:** 12/01/2017      **Meeting Type:** Annual

**Primary CUSIP:** 440452100

**Shares Voted:** 162

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gary C. Bhojwani	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 Terrell K. Crews	For
1c	Elect Director Glenn S. Forbes	For
1d	Elect Director Stephen M. Lacy	For
1e	Elect Director Elsa A. Murano	For
1f	Elect Director Robert C. Nakasone	For
1g	Elect Director Susan K. Nestegard	For
1h	Elect Director Dakota A. Pippins	For
1i	Elect Director Christopher J. Policinski	For
1j	Elect Director Sally J. Smith	For
1k	Elect Director James P. Snee	For
1l	Elect Director Steven A. White	For
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Hormel Foods 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	Approve Omnibus Stock Plan  <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 9.13% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
5	Other Business  <i>Voter Rationale: This proposal requests permission to act upon such other business as may properly come before the meeting. Such a blank check delegation of voting rights is not in the best interests of shareholders. A vote is cast against.</i>	Against

## Host Hotels & Resorts, Inc.

**Meeting Date:** 05/17/2018      **Country:** USA      **Primary Security ID:** 44107P104  
**Record Date:** 03/19/2018      **Meeting Type:** Annual

**Primary CUSIP:** 44107P104

**Shares Voted:** 389

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 Ann McLaughlin Korologos	For
1.4	Elect Director Richard E. Marriott	For
1.5	Elect Director Sandeep L. Mathrani	For
1.6	Elect Director John B. Morse, Jr.	For
1.7	Elect Director Mary Hogan Preusse	For
1.8	Elect Director Walter C. Rakowich	For
1.9	Elect Director James F. Risoleo	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Host Hotels & Resorts, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.10	Elect Director Gordon H. Smith	For
1.11	Elect Director A. William Stein	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	Report on Sustainability	For
<i>Voter Rationale: This proposal requests the Board to prepare a "sustainability" (how companies interact with their workers and the communities where they operate, source and sell their products) report which will include a review of current Company policies and practices related to social, environmental and economic sustainability and a summary of long-term plans to integrate sustainability objectives throughout the Company's operations. The proponent states that good corporate citizenship goes beyond the traditional business functions of creating jobs and paying taxes, to include corporate practices designed to protect human rights, worker rights, and the environment, and a commitment to pay a sustainable living wage to its employees and workers of suppliers. Such a report would provide shareholders with useful information in evaluating Company's plans, policies, and practices. A vote is cast in favor.</i>		

## HP Inc.

Meeting Date: 04/24/2018

Country: USA

Primary Security ID: 40434L105

Record Date: 02/23/2018

Meeting Type: Annual

Primary CUSIP: 40434L105

Shares Voted: 1,009

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Aida M. Alvarez	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>		
1b	Elect Director Shumeet Banerji	For
1c	Elect Director Robert R. Bennett	For
1d	Elect Director Charles "Chip" V. Bergh	Against
1e	Elect Director Stacy Brown-Philpot	For
1f	Elect Director Stephanie A. Burns	For
1g	Elect Director Mary Anne Citrino	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### HP Inc.

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

### Hubbell Incorporated

Meeting Date: 05/01/2018

Country: USA

Primary Security ID: 443510607

Record Date: 03/02/2018

Meeting Type: Annual

Primary CUSIP: 443510607

Shares Voted: 1

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Hubbell Incorporated

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

## Humana Inc.

<b>Meeting Date:</b> 04/19/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 444859102
<b>Record Date:</b> 02/26/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 444859102		

**Shares Voted:** 86

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. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees. Votes against nominees Bisignano and DeSalvo are also cast because of their poor attendance records.</i>	
1b	Elect Director Frank J. Bisignano	Against
1c	Elect Director Bruce D. Broussard	For
1d	Elect Director Frank A. D'Amelio	Against
1e	Elect Director Karen B. DeSalvo	Against
1f	Elect Director W. Roy Dunbar	For
1g	Elect Director David A. Jones, Jr.	For
1h	Elect Director William J. McDonald	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Humana Inc.

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director William E. Mitchell	For
1j	Elect Director David B. Nash	For
1k	Elect Director James J. O'Brien	For
1l	Elect Director Marissa T. Peterson	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

### Huntington Bancshares Incorporated

<b>Meeting Date:</b> 04/19/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 446150104
<b>Record Date:</b> 02/14/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 446150104		
<b>Shares Voted:</b> 653		

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Huntington Bancshares Incorporated

Proposal Number	Proposal Text	Vote Instruction
1.9	Elect Director Richard W. Neu	For
1.10	Elect Director David L. Porteous	For
1.11	Elect Director Kathleen H. Ransier	For
1.12	Elect Director Stephen D. Steinour	For
2	Approve Omnibus Stock Plan  <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 6.22% 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
3	Amend Deferred Compensation Plan  <i>Voter Rationale: This plan enables key executives to defer their compensation and use all or some of the deferral to purchase stock. The deferral is a tax advantage for the executives and the stock purchase aligns their interests with shareholders. A yes vote is cast.</i>	For
4	Ratify PricewaterhouseCoopers LLP as Auditors  <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
5	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

### Huntington Ingalls Industries, Inc.

**Meeting Date:** 05/02/2018

**Country:** USA

**Primary Security ID:** 446413106

**Record Date:** 03/08/2018

**Meeting Type:** Annual

**Primary CUSIP:** 446413106

**Shares Voted:** 54

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Huntington Ingalls Industries, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director Augustus L. Collins	For
1.3	Elect Director Kirkland H. Donald	For
1.4	Elect Director Thomas B. Fargo	For
1.5	Elect Director Victoria D. Harker	For
1.6	Elect Director Anastasia D. Kelly	For
1.7	Elect Director C. Michael Petters	For
1.8	Elect Director Thomas C. Schivelbein	For
1.9	Elect Director John K. Welch	For
1.10	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 Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
5	Provide Right to Act by Written Consent	For
	<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	

### Hyatt Hotels Corporation

Meeting Date: 05/16/2018

Country: USA

Primary Security ID: 448579102

Record Date: 03/23/2018

Meeting Type: Annual

Primary CUSIP: 448579102

Shares Voted: 131

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Susan D. Kronick	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Hyatt Hotels Corporation

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

## IDEXX Laboratories, Inc.

<b>Meeting Date:</b> 05/09/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 45168D104
<b>Record Date:</b> 03/16/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 45168D104		

Shares Voted: 46

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Bruce L. Clafin	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 Daniel M. Junius	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### IDEXX Laboratories, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Approve Omnibus Stock Plan  <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 12.45% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

### IHS Markit Ltd.

**Meeting Date:** 04/11/2018 **Country:** Bermuda **Primary Security ID:** G47567105

**Record Date:** 02/14/2018 **Meeting Type:** Annual

**Primary CUSIP:** 451734107

**Shares Voted:** 220

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Dinyar S. Devitre  <i>Voter Rationale: A vote is cast against all nominees except for those nominees who are new to the board in response to excessive pledging of shares by Company leadership.</i>	Withhold
1.2	Elect Director Nicoletta Giadrossi	For
1.3	Elect Director Robert P. Kelly	Withhold
1.4	Elect Director Deborah Doyle McWhinney	Withhold
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
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: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### IHS Markit Ltd.

Proposal Number	Proposal Text	Vote Instruction
4	Declassify the Board of Directors <i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	For
5	Adopt Majority Voting for Uncontested Election of Directors <i>Voter Rationale: This management proposal seeks to amend its corporate documents to provide nominees for the Board must receive the vote of a majority of shares cast at an annual meeting of shareholders in order to be elected. Requiring a majority vote for election/re-election would give real teeth to the vote no campaigns that are now just symbolic protest votes waged against incumbent directors who shareholders feel are not responsive. A vote is cast in favor.</i>	For

### Illinois Tool Works Inc.

**Meeting Date:** 05/04/2018      **Country:** USA      **Primary Security ID:** 452308109  
**Record Date:** 03/06/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 452308109

**Shares Voted:** 162

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Daniel J. Brutto <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Susan Crown	For
1c	Elect Director James W. Griffith	For
1d	Elect Director Jay L. Henderson	For
1e	Elect Director Richard H. Lenny	For
1f	Elect Director E. Scott Santi	For
1g	Elect Director James A. Skinner	For
1h	Elect Director David B. Smith, Jr.	For
1i	Elect Director Pamela B. Strobel	For
1j	Elect Director Kevin M. Warren	For
1k	Elect Director Anre D. Williams	For
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Illinois Tool Works Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting  <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For
5	Adopt and Report on Science-Based GHG Emissions Reduction Targets  <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For

### Illumina, Inc.

Meeting Date: 05/23/2018

Country: USA

Primary Security ID: 452327109

Record Date: 03/29/2018

Meeting Type: Annual

Primary CUSIP: 452327109

Shares Voted: 78

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jay T. Flatley  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	For
1b	Elect Director John W. Thompson	For
1c	Elect Director Gary S. Guthart	For
2	Ratify Ernst & Young LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Illumina, 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	Declassify the Board of Directors  <i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	For

### Incyte Corporation

**Meeting Date:** 05/01/2018      **Country:** USA      **Primary Security ID:** 45337C102  
**Record Date:** 03/05/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 45337C102

**Shares Voted:** 92

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Julian C. Baker  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees</i>	For
1.2	Elect Director Jean-Jacques Bienaime	For
1.3	Elect Director Paul A. Brooke	For
1.4	Elect Director Paul J. Clancy	For
1.5	Elect Director Wendy L. Dixon	For
1.6	Elect Director Jacquelyn A. Fouse	For
1.7	Elect Director Paul A. Friedman	For
1.8	Elect Director Herve Hoppenot	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Incyte Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Amend Omnibus Stock Plan  <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 10.69% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Ratify 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

## Ingersoll-Rand plc

**Meeting Date:** 06/07/2018      **Country:** Ireland      **Primary Security ID:** G47791101  
**Record Date:** 04/09/2018      **Meeting Type:** Annual

**Primary CUSIP:** G47791101

**Shares Voted:** 132

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kirk E. Arnold  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Ann C. Berzin	For
1c	Elect Director John Bruton	For
1d	Elect Director Jared L. Cohon	For
1e	Elect Director Gary D. Forsee	For
1f	Elect Director Linda P. Hudson	For
1g	Elect Director Michael W. Lamach	For
1h	Elect Director Myles P. Lee	For
1i	Elect Director Karen B. Peetz	For
1j	Elect Director John P. Surma	For
1k	Elect Director Richard J. Swift	For
1l	Elect Director Tony L. White	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Ingersoll-Rand plc

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration  <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
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 13.01% 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 proposal.</i>	Against
5	Renew Directors' Authority to Issue Shares  <i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved are not excessive. A vote is cast in favor.</i>	For
6	Renew Directors' Authority to Issue Shares for Cash  <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	For
7	Authorize Reissuance of Repurchased Shares  <i>Voter Rationale: This proposal seeks approval for the reissuance of the Company's repurchased shares. The repurchased shares may be utilized for purposes not in the best interest of shareholders. The Company does not specify the reason of the reissuance. Therefore, a vote is cast to abstain.</i>	Abstain

## Intel Corporation

Meeting Date: 05/17/2018

Country: USA

Primary Security ID: 458140100

Record Date: 03/19/2018

Meeting Type: Annual

Primary CUSIP: 458140100

Shares Voted: 2,462

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Aneel Bhusri	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Intel 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 Andy D. Bryant	For
1c	Elect Director Reed E. Hundt	For
1d	Elect Director Omar Ishrak	For
1e	Elect Director Brian M. Krzanich	For
1f	Elect Director Risa Lavizzo-Mourey	For
1g	Elect Director Tsu-Jae King Liu	For
1h	Elect Director Gregory D. Smith	For
1i	Elect Director Andrew Wilson	For
1j	Elect Director Frank D. Yeary	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	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>	
5	Require Independent Board Chairman	For
	<i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	
6	Report on Costs and Benefits of Political Contributions	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Intercontinental Exchange, Inc.

**Meeting Date:** 05/18/2018

**Country:** USA

**Primary Security ID:** 45866F104

**Record Date:** 03/20/2018

**Meeting Type:** Annual

**Primary CUSIP:** 45866F104

**Shares Voted:** 307

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Sharon Y. Bowen  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or 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 Ann M. Cairns	For
1c	Elect Director Charles R. Crisp	For
1d	Elect Director Duriya M. Farooqui	For
1e	Elect Director Jean-Marc Forneri	For
1f	Elect Director The Right Hon. the Lord Hague of Richmond	For
1g	Elect Director Frederick W. Hatfield	For
1h	Elect Director Thomas E. Noonan	For
1i	Elect Director Frederic V. Salerno	For
1j	Elect Director Jeffrey C. Sprecher	For
1k	Elect Director Judith A. Sprieser	For
1l	Elect Director Vincent Tese	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Approve Qualified Employee Stock Purchase Plan  <i>Voter Rationale: This proposal establishes an employee stock ownership plan which will give an equity stake in the company to all fulltime and many part-time employees, thus encouraging quality work. This is in the best interest of shareholders. A vote is cast in favor.</i>	For
4	Ratify Ernst & Young LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## International Business Machines Corporation

**Meeting Date:** 04/24/2018

**Country:** USA

**Primary Security ID:** 459200101

**Record Date:** 02/23/2018

**Meeting Type:** Annual

**Primary CUSIP:** 459200101

**Shares Voted:** 520

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Kenneth I. Chenault	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Michael L. Eskew	For
1.3	Elect Director David N. Farr	For
1.4	Elect Director Alex Gorsky	For
1.5	Elect Director Shirley Ann Jackson	For
1.6	Elect Director Andrew N. Liveris	For
1.7	Elect Director Hutham S. Olayan	For
1.8	Elect Director James W. Owens	For
1.9	Elect Director Virginia M. Rometty	For
1.10	Elect Director Joseph R. Swedish	For
1.11	Elect Director Sidney Taurel	For
1.12	Elect Director Peter R. Voser	For
1.13	Elect Director Frederick H. Waddell	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## International Business Machines Corporation

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

## International Flavors & Fragrances Inc.

**Meeting Date:** 05/02/2018      **Country:** USA      **Primary Security ID:** 459506101  
**Record Date:** 03/07/2018      **Meeting Type:** Annual

**Primary CUSIP:** 459506101

**Shares Voted:** 42

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Marcello V. Bottoli <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Linda Buck	For
1c	Elect Director Michael L. Ducker	For
1d	Elect Director David R. Epstein	For
1e	Elect Director Roger W. Ferguson, Jr.	For
1f	Elect Director John F. Ferraro	For
1g	Elect Director Andreas Fibig	For
1h	Elect Director Christina Gold	For
1i	Elect Director Katherine M. Hudson	For
1j	Elect Director Dale F. Morrison	For
1k	Elect Director Stephen Williamson	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## International Flavors & Fragrances Inc.

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

## International Paper Company

**Meeting Date:** 05/07/2018      **Country:** USA      **Primary Security ID:** 460146103  
**Record Date:** 03/13/2018      **Meeting Type:** Annual

**Primary CUSIP:** 460146103

**Shares Voted:** 217

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director David J. Bronczek  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. 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 cast to withhold authority for the insider nominees who serve on those committees and the overboard nominees and in favor of all other nominees.</i>	Against
1b	Elect Director William J. Burns	For
1c	Elect Director Christopher M. Connor	For
1d	Elect Director Ahmet C. Dorduncu	Against
1e	Elect Director Ilene S. Gordon	Against
1f	Elect Director Jacqueline C. Hinman	For
1g	Elect Director Jay L. Johnson	For
1h	Elect Director Clinton A. Lewis, Jr.	For
1i	Elect Director Kathryn D. Sullivan	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## International Paper Company

Proposal Number	Proposal Text	Vote Instruction
1j	Elect Director Mark S. Sutton	For
1k	Elect Director J. Steven Whisler	For
1l	Elect Director Ray G. Young	Against
2	Ratify Deloitte & Touche LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>		

## Intuit Inc.

Meeting Date: 01/18/2018

Country: USA

Primary Security ID: 461202103

Record Date: 11/20/2017

Meeting Type: Annual

Primary CUSIP: 461202103

Shares Voted: 147

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Eve Burton	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of 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 Scott D. Cook	For
1c	Elect Director Richard L. Dalzell	For
1d	Elect Director Deborah Liu	For
1e	Elect Director Suzanne Nora Johnson	For
1f	Elect Director Dennis D. Powell	For
1g	Elect Director Brad D. Smith	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Intuit Inc.

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

### Intuitive Surgical, Inc.

Meeting Date: 04/19/2018

Country: USA

Primary Security ID: 46120E602

Record Date: 02/23/2018

Meeting Type: Annual

Primary CUSIP: 46120E602

Shares Voted: 68

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director Keith R. Leonard, Jr.	For
1f	Elect Director Alan J. Levy	For
1g	Elect Director Jami Dover Nachtsheim	For
1h	Elect Director Mark J. Rubash	For
1i	Elect Director Lonnie M. Smith	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

### Invesco Ltd.

<b>Meeting Date:</b> 05/10/2018	<b>Country:</b> Bermuda	<b>Primary Security ID:</b> G491BT108
<b>Record Date:</b> 03/12/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> G491BT108		
<b>Shares Voted:</b> 214		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Sarah E. Beshar	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 Joseph R. Canion	For
1.3	Elect Director Martin L. Flanagan	For
1.4	Elect Director C. Robert Henrikson	For
1.5	Elect Director Ben F. Johnson, III	For
1.6	Elect Director Denis Kessler	For
1.7	Elect Director Nigel Sheinwald	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Invesco Ltd.

Proposal Number	Proposal Text	Vote Instruction
1.8	Elect Director G. Richard Wagoner, Jr.	For
1.9	Elect Director Phoebe A. Wood	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	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 PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
4	Eliminate Supermajority Vote Requirement	For
	<i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	

### IPG Photonics Corporation

**Meeting Date:** 06/05/2018      **Country:** USA      **Primary Security ID:** 44980X109  
**Record Date:** 04/06/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 44980X109

**Shares Voted:** 20

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Valentin P. Gapontsev	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 Eugene A. Scherbakov	For
1.3	Elect Director Igor Samartsev	For
1.4	Elect Director Michael C. Child	For
1.5	Elect Director Henry E. Gauthier	For
1.6	Elect Director Catherine P. Lego	For
1.7	Elect Director Eric Meurice	For
1.8	Elect Director John R. Peeler	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### IPG Photonics Corporation

Proposal Number	Proposal Text	Vote Instruction
1.9	Elect Director Thomas J. Seifert	For
2	Ratify Deloitte & Touche LLP as Auditors	For

*Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.*

### IQVIA Holdings, Inc.

**Meeting Date:** 04/10/2018      **Country:** USA      **Primary Security ID:** 46266C105  
**Record Date:** 02/14/2018      **Meeting Type:** Annual

**Primary CUSIP:** 46266C105

**Shares Voted:** 88

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Ari Bousbib	Withhold
1.2	Elect Director Colleen A. Goggins	For
1.3	Elect Director John M. Leonard	Withhold
1.4	Elect Director Todd B. Sisitsky	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against

*Voter Rationale: A vote is cast against all nominees except for those nominees who are new to the board in response to excessive pledging of shares by Company leadership.*

*Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against the appointment of auditors.*

### Iron Mountain Incorporated

**Meeting Date:** 06/14/2018      **Country:** USA      **Primary Security ID:** 46284V101  
**Record Date:** 04/17/2018      **Meeting Type:** Annual

**Primary CUSIP:** 46284V101

**Shares Voted:** 149

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jennifer Allerton	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Iron Mountain 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>	
1b	Elect Director Ted R. Antenucci	For
1c	Elect Director Pamela M. Arway	For
1d	Elect Director Clarke H. Bailey	For
1e	Elect Director Kent P. Dauten	For
1f	Elect Director Paul F. Deninger	For
1g	Elect Director Per-Kristian Halvorsen	For
1h	Elect Director William L. Meaney	For
1i	Elect Director Wendy J. Murdock	For
1j	Elect Director Walter C. Rakowich	For
1k	Elect Director Alfred J. Verrecchia	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

### J.B. Hunt Transport Services, Inc.

<b>Meeting Date:</b> 04/19/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 445658107
<b>Record Date:</b> 02/13/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 445658107		
<b>Shares Voted:</b> 52		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Douglas G. Duncan	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### J.B. Hunt Transport Services, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, insiders serve on some of those committees. A vote is cast to withhold on all nominees who are insiders and for those nominees who are outsiders.</i>	
1.2	Elect Director Francesca M. Edwardson	For
1.3	Elect Director Wayne Garrison	Against
1.4	Elect Director Sharilyn S. Gasaway	For
1.5	Elect Director Gary C. George	Against
1.6	Elect Director J. Bryan Hunt, Jr.	Against
1.7	Elect Director Coleman H. Peterson	For
1.8	Elect Directors John N. Roberts, III	Against
1.9	Elect Director James L. Robo	For
1.10	Elect Director Kirk Thompson	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	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against the appointment of auditors.</i>	
4	Report on Political Contributions	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	
5	Adopt and Report on Science-Based GHG Emissions Reduction Targets	For
	<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce 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>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Jacobs Engineering Group Inc.

**Meeting Date:** 01/17/2018

**Country:** USA

**Primary Security ID:** 469814107

**Record Date:** 11/22/2017

**Meeting Type:** Annual

**Primary CUSIP:** 469814107

**Shares Voted:** 72

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Joseph R. Bronson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Juan Jose Suarez Coppel	For
1c	Elect Director Robert C. Davidson, Jr.	For
1d	Elect Director Steven J. Demetriou	For
1e	Elect Director Ralph E. Eberhart	For
1f	Elect Director Dawne S. Hickton	For
1g	Elect Director Linda Fayne Levinson	For
1h	Elect Director Robert A. McNamara	For
1i	Elect Director Peter J. Robertson	For
1j	Elect Director Christopher M.T. Thompson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify 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

## Johnson & Johnson

**Meeting Date:** 04/26/2018

**Country:** USA

**Primary Security ID:** 478160104

**Record Date:** 02/27/2018

**Meeting Type:** Annual

**Primary CUSIP:** 478160104

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Johnson & Johnson

Shares Voted: 1,623

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Mary C. Beckerle	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 D. Scott Davis	For
1c	Elect Director Ian E. L. Davis	For
1d	Elect Director Jennifer A. Doudna	For
1e	Elect Director Alex Gorsky	For
1f	Elect Director Mark B. McClellan	For
1g	Elect Director Anne M. Mulcahy	For
1h	Elect Director William D. Perez	For
1i	Elect Director Charles Prince	For
1j	Elect Director A. Eugene Washington	For
1k	Elect Director Ronald A. Williams	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against the appointment of auditors.</i>	
4	Prohibit Adjusting Compensation Metrics for Legal or Compliance Costs	For
	<i>Voter Rationale: This shareholder proposal asks the Board of Directors to adopt a policy that no financial performance metric shall be adjusted to exclude legal or compliance costs when evaluating performance for purposes of determining the amount or vesting of any senior executive Compensation award. According to the proponent, the company's 2017 10-K report the company mentions four opioid related lawsuits regarding its marketing practices. The earnings per share performance metric is used in determining executive incentive compensation and adjustments to that metric may exclude litigation costs thereby insulating company executives from decisions that led to the legal costs. Legal expense represents real costs to shareholders and a policy to ban their exclusion from determining executive compensation is in the best interest of shareholders. A vote is cast in favor of the proposal.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Johnson & Johnson

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

## Johnson Controls International plc

**Meeting Date:** 03/07/2018      **Country:** Ireland      **Primary Security ID:** G51502105  
**Record Date:** 01/03/2018      **Meeting Type:** Annual

**Primary CUSIP:** 478366107

**Shares Voted:** 559

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael E. Daniels	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). Some incumbent nominees failed to attend 75% of their meetings. A vote is cast against those nominees. Since there is a two-thirds majority of independent outsiders on the entire board, a vote is cast in favor of all other nominees.</i>		
1b	Elect Director W. Roy Dunbar	For
1c	Elect Director Brian Duperreault	For
1d	Elect Director Gretchen R. Haggerty	For
1e	Elect Director Simone Menne	For
1f	Elect Director George R. Oliver	For
1g	Elect Director Juan Pablo del Valle Perochena	Against
1h	Elect Director Jurgen Tinggren	For
1i	Elect Director Mark Vergnano	For
1j	Elect Director R. David Yost	For
1k	Elect Director John D. Young	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is a routine matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor of the proposal.</i>		
2b	Authorize Board to Fix Remuneration of Auditors	Against
<i>Voter Rationale: Here, the amount of remuneration the auditors receive for "other" services is excessive. Therefore, a vote is cast against the auditors' remuneration.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Johnson Controls International plc

Proposal Number	Proposal Text	Vote Instruction
3	Authorize Market Purchases of Company Shares <i>Voter Rationale: The Company seeks authority to repurchase its own shares. The Company has not stated what be the purposes of its repurchases. That is not in the best interests of shareholders. A vote is cast to abstain.</i>	Abstain
4	Determine Price Range for Reissuance of Treasury Shares <i>Voter Rationale: This proposal seeks approval to set a price range for the reissuance of treasury shares. The proposed price range is consistent with the market standard. Therefore, a vote is cast in favor of the proposal.</i>	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
6	Approve the Directors' Authority to Allot Shares <i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved are not excessive. A vote is cast in favor.</i>	For
7	Approve the Disapplication of Statutory Pre-Emption Rights <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	For
8a	Approve Cancellation of Share Premium Account <i>Voter Rationale: This proposal authorizes the Board to reduce its authorized capital if it thinks it is necessary. The Board is in the best position to determine the appropriate size of authorized capital. Therefore, a vote is cast in favor.</i>	For
8b	Approve Amendment of Articles to Facilitate Capital Reduction <i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>	For

## JPMorgan Chase & Co.

**Meeting Date:** 05/15/2018      **Country:** USA      **Primary Security ID:** 46625H100  
**Record Date:** 03/16/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 46625H100

**Shares Voted:** 1,825

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Linda B. Bammann	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## JPMorgan Chase & Co.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: A vote is cast against all nominees except for those nominees who are new to the board in response to excessive pledging of shares by Company leadership. In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders. A nominee(s) who is employed full-time serves on the board of more than two other publicly-traded companies. That is not in the best interests of shareholders. A vote is cast to withhold on such nominee(s).</i>	
1b	Elect Director James A. Bell	Against
1c	Elect Director Stephen B. Burke	Against
1d	Elect Director Todd A. Combs	Against
1e	Elect Director James S. Crown	Against
1f	Elect Director James Dimon	Against
1g	Elect Director Timothy P. Flynn	Against
1h	Elect Director Melody Hobson	Against
1i	Elect Director Laban P. Jackson, Jr.	Against
1j	Elect Director Michael A. Neal	Against
1k	Elect Director Lee R. Raymond	Against
1l	Elect Director William C. Weldon	Against
2	Ratify Existing Ownership Threshold for Shareholders to Call Special Meeting	Against
	<i>Voter Rationale: This proposal seeks to ratify the existing ownership threshold for shareholders to call a special meeting. The Company has omitted a shareholder proposal that requested a lower ownership threshold to call a special meeting and the current right is restrictive given concerns regarding the ownership threshold. A vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 4.70% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
5	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## JPMorgan Chase & Co.

Proposal Number	Proposal Text	Vote Instruction
6	Require Independent Board Chairman  <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
7	Prohibit Accelerated Vesting of Awards to Pursue Government Service  <i>Voter Rationale: This shareholder proposal requests that the board adopt a policy that in the event of a change of control of the Company, there should be no acceleration in the vesting of any equity award to a senior executive, provided that any unvested award may vest on a pro rata basis up to the day of termination. To the extent any such unvested awards are based on performance, the performance goals must have been met. Such a policy would be in the best interests of shareholders. A vote is cast in favor.</i>	For
8	Institute Procedures to Prevent Investments in Companies that Contribute to Genocide or Crimes Against Humanity  <i>Voter Rationale: This shareholder proposal seeks a report from the Company's policy on investments in companies that contribute to genocide particularly PetroChina. The Company emphasizes that as its role as an investment manager and advisor there is not a direct link to investment choices. This report would be a good way for shareholders to evaluate the implications of certain investments. A vote is cast in favor.</i>	For
9	Restore or Provide for Cumulative Voting  <i>Voter Rationale: This proposal establishes cumulative voting, where each shareholder has votes equal to the number of shares multiplied by board nominees. A shareholder can lump all votes for one candidate--an effective way to elect someone. A vote is cast in favor.</i>	For

## Juniper Networks, Inc.

Meeting Date: 05/24/2018

Country: USA

Primary Security ID: 48203R104

Record Date: 03/29/2018

Meeting Type: Annual

Primary CUSIP: 48203R104

Shares Voted: 181

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	Elect Director Gary Daichendt	For
1c	Elect Director Kevin DeNuccio	For
1d	Elect Director James Dolce	For
1e	Elect Director Mercedes Johnson	For
1f	Elect Director Scott Kriens	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Juniper Networks, Inc.

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director Rahul Merchant	For
1h	Elect Director Rami Rahim	For
1i	Elect Director William R. Stensrud	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	Report on Annual Disclosure of EEO-1 Data	For
	<i>Voter Rationale: This proposal seeks a report from the Company on its Equal Employment policies and practices. The Company asserts it is in full compliance with all legal requirements. This report would be a good way for it to check on that. A vote is cast in favor.</i>	

## Kansas City Southern

Meeting Date: 05/17/2018

Country: USA

Primary Security ID: 485170302

Record Date: 03/19/2018

Meeting Type: Annual

Primary CUSIP: 485170302

Shares Voted: 54

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Lydia I. Beebe	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 Lu M. Cordova	For
1.3	Elect Director Robert J. Druten	For
1.4	Elect Director Terrence P. Dunn	For
1.5	Elect Director Antonio O. Garza, Jr.	For
1.6	Elect Director David Garza-Santos	For
1.7	Elect Director Janet H. Kennedy	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Kansas City Southern

Proposal Number	Proposal Text	Vote Instruction
1.8	Elect Director Mitchell J. Krebs	For
1.9	Elect Director Henry J. Maier	For
1.10	Elect Director Thomas A. McDonnell	For
1.11	Elect Director Patrick J. Ottensmeyer	For
1.12	Elect Director Rodney E. Slater	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	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>		

## KB Home

<b>Meeting Date:</b> 04/12/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 48666K109
<b>Record Date:</b> 02/09/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 48666K109		
<b>Shares Voted:</b> 56		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Dorene C. Dominguez	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 Timothy W. Finchem	For
1.3	Elect Director Stuart A. Gabriel	For
1.4	Elect Director Thomas W. Gilligan	For
1.5	Elect Director Kenneth M. Jastrow, II	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## KB Home

Proposal Number	Proposal Text	Vote Instruction
1.6	Elect Director Robert L. Johnson	For
1.7	Elect Director Melissa Lora	For
1.8	Elect Director Jeffrey T. Mezger	For
1.9	Elect Director James C. Weaver	For
1.10	Elect Director Michael M. Wood	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Amend Tax Benefits Rights Plan	For
<i>Voter Rationale: This proposal seeks shareholder approval of the Company's net operating loss poison pill ("NOL pill"). The purpose of the NOL pill is to protect shareholder value by preserving the Company's ability to use certain tax assets, such as NOLs, to offset future income and thereby reduce potential future federal income tax obligations. In general we oppose poison pills, which serve to entrench management. This NOL pill, however, is not designed to deter a hostile takeover; rather, it will protect the ability of the Company to use its NOLs and other tax attributes for the benefit of the Company and its shareholders. Because the Company could greatly benefit from these attributes, a vote is cast in favor.</i>		
4	Ratify 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>		

## Kellogg Company

<b>Meeting Date:</b> 04/27/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 487836108
<b>Record Date:</b> 02/28/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 487836108		
<b>Shares Voted:</b> 150		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Carter Cast	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 Zachary Gund	For
1.3	Elect Director Jim Jenness	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Kellogg Company

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

## KeyCorp

<b>Meeting Date:</b> 05/10/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 493267108
<b>Record Date:</b> 03/16/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 493267108		
<b>Shares Voted:</b> 566		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Bruce D. Broussard	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 Charles P. Cooley	For
1.3	Elect Director Gary M. Crosby	For
1.4	Elect Director Alexander M. Cutler	For
1.5	Elect Director H. James Dallas	For
1.6	Elect Director Elizabeth R. Gile	For
1.7	Elect Director Ruth Ann M. Gillis	For
1.8	Elect Director William G. Gisel, Jr.	For
1.9	Elect Director Carlton L. Highsmith	For
1.10	Elect Director Richard J. Hipple	For
1.11	Elect Director Kristen L. Manos	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## KeyCorp

Proposal Number	Proposal Text	Vote Instruction
1.12	Elect Director Beth E. Mooney	For
1.13	Elect Director Demos Parneros	For
1.14	Elect Director Barbara R. Snyder	For
1.15	Elect Director David K. Wilson	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	

## Kimberly-Clark Corporation

Meeting Date: 05/10/2018

Country: USA

Primary Security ID: 494368103

Record Date: 03/12/2018

Meeting Type: Annual

Primary CUSIP: 494368103

Shares Voted: 185

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John F. Bergstrom	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	
1.2	Elect Director Abelardo E. Bru	For
1.3	Elect Director Robert W. Decherd	For
1.4	Elect Director Thomas J. Falk	For
1.5	Elect Director Fabian T. Garcia	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Kimberly-Clark Corporation

Proposal Number	Proposal Text	Vote Instruction
1.6	Elect Director Michael D. Hsu	For
1.7	Elect Director Mae C. Jemison	For
1.8	Elect Director James M. Jenness	For
1.9	Elect Director Nancy J. Karch	For
1.10	Elect Director Christa S. Quarles	For
1.11	Elect Director Ian C. Read	For
1.12	Elect Director Marc J. Shapiro	For
1.13	Elect Director Michael D. White	For
2	Ratify Deloitte & Touche LLP as Auditors	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>	

## Kimco Realty Corporation

Meeting Date: 04/24/2018

Country: USA

Primary Security ID: 49446R109

Record Date: 02/28/2018

Meeting Type: Annual

Primary CUSIP: 49446R109

Shares Voted: 257

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Milton Cooper	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 Philip E. Coviello	For
1c	Elect Director Richard G. Dooley	For
1d	Elect Director Conor C. Flynn	For
1e	Elect Director Joe Grills	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Kimco Realty Corporation

Proposal Number	Proposal Text	Vote Instruction
1f	Elect Director Frank Lourenso	For
1g	Elect Director Colombe M. Nicholas	For
1h	Elect Director Mary Hogan Preusse	For
1i	Elect Director Richard B. Saltzman	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

## Kinder Morgan, Inc.

<b>Meeting Date:</b> 05/09/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 49456B101
<b>Record Date:</b> 03/12/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 49456B101		
<b>Shares Voted:</b> 1,010		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Richard D. Kinder	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Steven J. Kean	For
1.3	Elect Director Kimberly A. Dang	For
1.4	Elect Director Ted A. Gardner	For
1.5	Elect Director Anthony W. Hall, Jr.	For
1.6	Elect Director Gary L. Hultquist	For
1.7	Elect Director Ronald L. Kuehn, Jr.	For
1.8	Elect Director Deborah A. Macdonald	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Kinder Morgan, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.9	Elect Director Michael C. Morgan	For
1.10	Elect Director Arthur C. Reichstetter	For
1.11	Elect Director Fayez Sarofim	For
1.12	Elect Director C. Park Shaper	For
1.13	Elect Director William A. Smith	For
1.14	Elect Director Joel V. Staff	For
1.15	Elect Director Robert F. Vagt	For
1.16	Elect Director Perry M. Waughtal	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Advisory Vote on Say on Pay Frequency	One Year
	<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	
5	Report on Methane Emissions Management	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	Report on Sustainability	For
	<i>Voter Rationale: This proposal requests the Board to prepare a "sustainability" (how companies interact with their workers and the communities where they operate, source and sell their products) report which will include a review of current Company policies and practices related to social, environmental and economic sustainability and a summary of long-term plans to integrate sustainability objectives throughout the Company's operations. The proponent states that good corporate citizenship goes beyond the traditional business functions of creating jobs and paying taxes, to include corporate practices designed to protect human rights, worker rights, and the environment, and a commitment to pay a sustainable living wage to its employees and workers of suppliers. Such a report would provide shareholders with useful information in evaluating Company's plans, policies, and practices. A vote is cast in favor.</i>	
7	Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario	For
	<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## KLA-Tencor Corp.

Meeting Date: 11/07/2018

Country: USA

Primary Security ID: 482480100

Record Date: 09/13/2018

Meeting Type: Annual

Primary CUSIP: 482480100

Shares Voted: 100

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Edward W. Barnholt  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Robert M. Calderoni	For
1.3	Elect Director John T. Dickson	For
1.4	Elect Director Emiko Higashi	For
1.5	Elect Director Kevin J. Kennedy	For
1.6	Elect Director Gary B. Moore	For
1.7	Elect Director Kiran M. Patel	For
1.8	Elect Director Ana G. Pinczuk	For
1.9	Elect Director Robert A. Rango	For
1.10	Elect Director Richard P. Wallace	For
2	Ratify PricewaterhouseCoopers LLP as Auditors  <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Amend Omnibus Stock Plan  <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 10.10% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Kohl's Corporation

**Meeting Date:** 05/16/2018

**Country:** USA

**Primary Security ID:** 500255104

**Record Date:** 03/14/2018

**Meeting Type:** Annual

**Primary CUSIP:** 500255104

**Shares Voted:** 89

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Peter Boneparth <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Steven A. Burd	For
1c	Elect Director H. Charles Floyd	For
1d	Elect Director Michelle Gass	For
1e	Elect Director Jonas Prising	For
1f	Elect Director John E. Schlifske	For
1g	Elect Director Adrienne Shapira	For
1h	Elect Director Frank V. Sica	For
1i	Elect Director Stephanie A. Streeter	For
1j	Elect Director Nina G. Vaca	For
1k	Elect Director Stephen E. Watson	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### L Brands, Inc.

**Meeting Date:** 05/17/2018

**Country:** USA

**Primary Security ID:** 501797104

**Record Date:** 03/23/2018

**Meeting Type:** Annual

**Primary CUSIP:** 501797104

**Shares Voted:** 130

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director E. Gordon Gee <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or 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 Stephen D. Steinour	For
1.3	Elect Director Allan R. Tessler	Against
1.4	Elect Director Abigail S. Wexner	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	Eliminate Supermajority Vote Requirement <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock 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

### L3 Technologies Inc.

**Meeting Date:** 05/07/2018

**Country:** USA

**Primary Security ID:** 502413107

**Record Date:** 03/12/2018

**Meeting Type:** Annual

**Primary CUSIP:** 502413107

**Shares Voted:** 41

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Claude R. Canizares	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## L3 Technologies Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Thomas A. Corcoran	For
1c	Elect Director Ann E. Dunwoody	For
1d	Elect Director Lewis Kramer	For
1e	Elect Director Christopher E. Kubasik	For
1f	Elect Director Robert B. Millard	For
1g	Elect Director Lloyd W. Newton	For
1h	Elect Director Vincent Pagano, Jr.	For
1i	Elect Director H. Hugh Shelton	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	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>	
5	Adopt Quantitative Company-wide GHG Goals	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>	

## Laboratory Corporation of America Holdings

Meeting Date: 05/10/2018

Country: USA

Primary Security ID: 50540R409

Record Date: 03/23/2018

Meeting Type: Annual

Primary CUSIP: 50540R409

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Laboratory Corporation of America Holdings

Shares Voted: 54

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kerri B. 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). 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 Jean-Luc Belingard	Against
1c	Elect Director D. Gary Gilliland	For
1d	Elect Director David P. King	For
1e	Elect Director Garheng Kong	Against
1f	Elect Director Robert E. Mittelstaedt, Jr.	For
1g	Elect Director Peter M. Neupert	For
1h	Elect Director Richelle P. Parham	For
1i	Elect Director Adam H. Schechter	For
1j	Elect Director R. Sanders Williams	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	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

## Lam Research Corp.

Meeting Date: 11/06/2018

Country: USA

Primary Security ID: 512807108

Record Date: 09/07/2018

Meeting Type: Annual

Primary CUSIP: 512807108

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Lam Research Corp.

Shares Voted: 105

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Martin B. Anstice	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 K. Brandt	For
1.3	Elect Director Michael R. Cannon	For
1.4	Elect Director Youssef A. El-Mansy	For
1.5	Elect Director Christine A. Heckart	For
1.6	Elect Director Catherine P. Lego	For
1.7	Elect Director Stephen G. Newberry	For
1.8	Elect Director Abhijit Y. Talwalkar	For
1.9	Elect Director Lih Shyng (Rick L.) Tsai	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Amend Qualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	
4	Ratify Ernst & Young LLP as Auditors	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>	

## Lazard Ltd

Meeting Date: 04/24/2018

Country: Bermuda

Primary Security ID: G54050102

Record Date: 03/02/2018

Meeting Type: Annual

Primary CUSIP: G54050102

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Lazard Ltd

Shares Voted: 102

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Andrew M. Alper  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Ashish Bhutani	For
1.3	Elect Director Steven J. Heyer	For
1.4	Elect Director Sylvia Jay	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	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 35.06% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
4	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration 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

### Leggett & Platt, Incorporated

Meeting Date: 05/15/2018

Country: USA

Primary Security ID: 524660107

Record Date: 03/06/2018

Meeting Type: Annual

Primary CUSIP: 524660107

Shares Voted: 69

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert E. Brunner	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Leggett & Platt, 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>		
1b	Elect Director Robert G. Culp, III	For
1c	Elect Director R. Ted Enloe, III	For
1d	Elect Director Manuel A. Fernandez	For
1e	Elect Director Matthew C. Flanigan	For
1f	Elect Director Karl G. Glassman	For
1g	Elect Director Joseph W. McClanathan	For
1h	Elect Director Judy C. Odom	For
1i	Elect Director Phoebe A. Wood	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

## Lennar Corporation

Meeting Date: 02/12/2018

Country: USA

Primary Security ID: 526057104

Record Date: 01/04/2018

Meeting Type: Special

Primary CUSIP: 526057104

Shares Voted: 124

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Lennar Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company issuing Class A (81.5 million shares, 40% of outstanding as of 01-04-18) and Class B shares (1.6 million) to acquire CalAtlantic Group (CAG) in a stock or cash transaction valued at \$6.0 billion. Both companies are in the home construction business and CAG is the company's smaller rival. The combination would create the largest home builder in the United States and company shareholders will own 74% of its shares. The Board recommends shareholder approval because: the home building sector is dealing with higher land acquisition costs and a tighter labor market and the combined company will have better access to land and labor to tap into a recovery in the housing market (demand for housing remains strong supported by low unemployment and interest rates); the generation of significant operating and administrative cost savings, \$100.0 million in 2018 and \$365.0 million in 2019; and the significant cash flows will enable the company to reduce its debt and engage in stock repurchases. Per the terms of the merger, each share of CAG stock will receive 0.885 Class A company shares and a dividend of 0.0177 shares of company Class B shares or \$48.26 in cash (subject to a \$1.2 billion cash limit). The blended consideration amount is \$51.38 and that represents a premium at announcement of 27.0%. The board was advised by Citigroup Global Markets but, the proxy statement did not disclose whether a fairness opinion was performed. Market reaction was initially negative but, the company's stock price has climbed and erased that initial underperformance. For those reasons, a vote is cast in favor of the proposal.</i>	
2	Increase Authorized Common Stock	For
	<i>Voter Rationale: The company seeks to increase the number of common shares authorized. The amount sought is not more than 50% of the original authorized amount. A vote is cast in favor.</i>	
3	Adjourn Meeting	For
	<i>Voter Rationale: This proposal seeks to adjourn the meeting. Since all matters on the ballot are being supported, a vote is cast in favor.</i>	

## Lennar Corporation

**Meeting Date:** 04/11/2018      **Country:** USA      **Primary Security ID:** 526057104  
**Record Date:** 02/14/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 526057104

**Shares Voted:** 164

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Irving Bolotin	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Steven L. Gerard	For
1.3	Elect Director Theron I. 'Tig' Gilliam	For
1.4	Elect Director Sherrill W. Hudson	For
1.5	Elect Director Sidney Lapidus	For
1.6	Elect Director Teri P. McClure	For
1.7	Elect Director Stuart Miller	For
1.8	Elect Director Armando Olivera	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Lennar Corporation

Proposal Number	Proposal Text	Vote Instruction
1.9	Elect Director Donna Shalala	For
1.10	Elect Director Scott D. Stowell	For
1.11	Elect Director Jeffrey Sonnenfeld	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against 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	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
	<i>Voter Rationale: This proposal eliminates a dual class stock with different voting rights. It is best for all shareholders to be treated equally. A vote is cast in favor of the proposal.</i>	
5	Approve Conversion of Class B Stock	Against
	<i>Voter Rationale: This shareholder proposal asks the company to give holders of the company's Class B common stock the right to convert on an annual basis 1% of the company's outstanding Class B shares into the company's Class A common stock. The proponent holds 9.8% of the Class B shares and the CEO's family hold 68%. Class A shares have one vote per share while Class B has ten. The proponent did not disclose specific arguments in favor of the proposal but, stated that as of 11-02-17, the Class B shares were trading at an \$8.00 discount to the Class A shares. According to the company's certificate of incorporation, when the number of Class B shares is less than 10% of the number of outstanding Class A and Class B shares combined, then all Class B share will automatically convert into Class A common stock. As noted above the CEO's family has a substantial number of Class B shares and due to the voting power those shares confer, it is unlikely they would want to convert according to the proponent's plan and thereby lead to the termination of the dual class structure at the company. Shareholder support for agenda item four (a one share, one vote shareholder proposal) would be a better way to try to eliminate the dual class stock structure at the company. Therefore, a vote is cast against the proposal.</i>	
6	Establish Term Limits for Directors	Against
	<i>Voter Rationale: This proposal seeks to impose a limit on 15 years on the time a director can serve on the board. Arbitrary term limits are not in the best interests of shareholders because they can deprive the Company and its shareholders from skilled, valuable, experience directors. A vote is cast against.</i>	

## Leucadia National Corporation

Meeting Date: 05/23/2018

Country: USA

Primary Security ID:

Record Date: 03/29/2018

Meeting Type: Annual

Primary CUSIP: 527288104

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Leucadia National Corporation

Shares Voted: 165

Proposal Number	Proposal Text	Vote Instruction
1	Change Company Name to Jefferies Financial Group Inc. <i>Voter Rationale: This is a routine, ministerial matter. A vote is cast in favor.</i>	For
2.1	Elect Director Linda L. Adamany <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or 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
2.2	Elect Director Robert D. Beyer	For
2.3	Elect Director Francisco L. Borges	For
2.4	Elect Director W. Patrick Campbell	For
2.5	Elect Director Brian P. Friedman	For
2.6	Elect Director Richard B. Handler	For
2.7	Elect Director Robert E. Joyal	For
2.8	Elect Director Jeffrey C. Keil	For
2.9	Elect Director Michael T. O'Kane	For
2.10	Elect Director Stuart H. Reese	For
2.11	Elect Director Joseph S. Steinberg	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	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

## Lincoln National Corporation

Meeting Date: 05/25/2018

Country: USA

Primary Security ID: 534187109

Record Date: 03/19/2018

Meeting Type: Annual

Primary CUSIP: 534187109

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Lincoln National Corporation

Shares Voted: 115

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
1.11	Elect Director Lynn M. Utter	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	

## LKQ Corporation

Meeting Date: 05/07/2018

Country: USA

Primary Security ID: 501889208

Record Date: 03/09/2018

Meeting Type: Annual

Primary CUSIP: 501889208

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## LKQ Corporation

Shares Voted: 163

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Sukhpal Singh Ahluwalia	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 A. Clinton Allen	For
1c	Elect Director Robert M. Hanser	For
1d	Elect Director Joseph M. Holsten	For
1e	Elect Director Blythe J. McGarvie	For
1f	Elect Director John F. O'Brien	For
1g	Elect Director Guhan Subramanian	For
1h	Elect Director William M. Webster, IV	For
1i	Elect Director Dominick Zarcone	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	

## Lockheed Martin Corporation

Meeting Date: 04/26/2018

Country: USA

Primary Security ID: 539830109

Record Date: 02/23/2018

Meeting Type: Annual

Primary CUSIP: 539830109

Shares Voted: 151

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Daniel F. Akerson	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Lockheed Martin Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Nolan D. Archibald	For
1.3	Elect Director David B. Burritt	For
1.4	Elect Director Bruce A. Carlson	For
1.5	Elect Director James O. Ellis, Jr.	For
1.6	Elect Director Thomas J. Falk	For
1.7	Elect Director Ilene S. Gordon	For
1.8	Elect Director Marillyn A. Hewson	For
1.9	Elect Director Jeh C. Johnson	For
1.10	Elect Director Joseph W. Ralston	For
1.11	Elect Director James D. Taiclet, 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	Amend Non-Employee Director Omnibus Stock Plan	Against
	<i>Voter Rationale: This proposal adds shares to an existing stock plan for outside directors. The plan is not a good one because it does not award stock on the basis of company performance or director attendance. A vote is cast against the proposal.</i>	
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	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>	

## Loews Corporation

Meeting Date: 05/08/2018

Country: USA

Primary Security ID: 540424108

Record Date: 03/15/2018

Meeting Type: Annual

Primary CUSIP: 540424108

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Loews Corporation

Shares Voted: 145

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Ann E. Berman  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders. The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees.</i>	For
1b	Elect Director Joseph L. Bower	For
1c	Elect Director Charles D. Davidson	For
1d	Elect Director Charles M. Diker	For
1e	Elect Director Jacob A. Frenkel	Against
1f	Elect Director Paul J. Fribourg	Against
1g	Elect Director Walter L. Harris	Against
1h	Elect Director Philip A. Laskawy	For
1i	Elect Director Susan Peters	For
1j	Elect Director Andrew H. Tisch	Against
1k	Elect Director James S. Tisch	Against
1l	Elect Director Jonathan M. Tisch	Against
1m	Elect Director Anthony Welters	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Ratify 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

## Lowe's Companies, Inc.

Meeting Date: 06/01/2018

Country: USA

Primary Security ID: 548661107

Record Date: 03/23/2018

Meeting Type: Annual

Primary CUSIP: 548661107

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Lowe's Companies, Inc.

Shares Voted: 438

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Raul Alvarez	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of 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 David H. Batchelder	For
1.3	Elect Director Angela F. Braly	For
1.4	Elect Director Sandra B. Cochran	For
1.5	Elect Director Laurie Z. Douglas	For
1.6	Elect Director Richard W. Dreiling	For
1.7	Elect Director Marshall O. Larsen	For
1.8	Elect Director James H. Morgan	For
1.9	Elect Director Robert A. Niblock	For
1.10	Elect Director Brian C. Rogers	For
1.11	Elect Director Bertram L. Scott	For
1.12	Elect Director Lisa W. Wardell	For
1.13	Elect Director Eric C. Wiseman	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## LyondellBasell Industries N.V.

**Meeting Date:** 06/01/2018

**Country:** Netherlands

**Primary Security ID:** N53745100

**Record Date:** 05/04/2018

**Meeting Type:** Annual

**Primary CUSIP:** N/A

**Shares Voted:** 171

Proposal Number	Proposal Text	Vote Instruction
1	Amend Articles <i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>	For
2a	Elect Director Bhavesh (Bob) Patel <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	For
2b	Elect Director Robert Gwin	For
2c	Elect Director Jacques Aigrain	For
2d	Elect Director Lincoln Benet	Against
2e	Elect Director Jagjeet (Jeet) Bindra	For
2f	Elect Director Robin Buchanan	Against
2g	Elect Director Stephen Cooper	For
2h	Elect Director Nance Dicciani	For
2i	Elect Director Claire Farley	For
2j	Elect Director Isabella (Bella) Goren	For
2k	Elect Director Bruce Smith	For
2l	Elect Director Rudy van der Meer	For
3a	Elect Bhavesh (Bob) Patel to Management Board <i>Voter Rationale: This proposal seeks approval to elect a candidate to the executive board for a term of four years. Having reviewed the nominee we do not believe there are substantial issues for shareholder concern. A vote is cast in favor.</i>	For
3b	Elect Thomas Aebischer to Management Board <i>Voter Rationale: This proposal seeks approval to elect a candidate to the executive board for a term of four years. Having reviewed the nominee we do not believe there are substantial issues for shareholder concern. A vote is cast in favor.</i>	For
3c	Elect Daniel Coombs to Management Board <i>Voter Rationale: This proposal seeks approval to elect a candidate to the executive board for a term of four years. Having reviewed the nominee we do not believe there are substantial issues for shareholder concern. A vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## LyondellBasell Industries N.V.

Proposal Number	Proposal Text	Vote Instruction
3d	Elect Jeffrey Kaplan to Management Board <i>Voter Rationale: This proposal seeks approval to elect a candidate to the executive board for a term of four years. Having reviewed the nominee we do not believe there are substantial issues for shareholder concern. A vote is cast in favor.</i>	For
3e	Elect James Guilfoyle to Management Board <i>Voter Rationale: This proposal seeks approval to elect a candidate to the executive board for a term of four years. Having reviewed the nominee we do not believe there are substantial issues for shareholder concern. A vote is cast in favor.</i>	For
4	Adopt Financial Statements and Statutory Reports <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For
5	Approve Discharge of Management Board <i>Voter Rationale: The discharge of the management board is a symbolic, basically procedural non-binding vote. A vote in favor is cast.</i>	For
6	Approve Discharge of Supervisory Board <i>Voter Rationale: The discharge of the supervisory board is a symbolic, basically procedural, non-binding matter. A vote in favor is cast.</i>	For
7	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
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	Approve Dividends of USD 3.70 Per Share <i>Voter Rationale: This proposal seeks approval of the company's allocation of dividends. The allocation of dividends is normally in the best interests of shareholders and no objection has been made. A vote is cast in favor.</i>	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted 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
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital <i>Voter Rationale: The Company seeks authority to repurchase its own shares. The Company has not stated what be the purposes of its repurchases. That is not in the best interests of shareholders. A vote is cast to abstain.</i>	Abstain
12	Authorization of the Cancellation of Shares <i>Voter Rationale: This proposal authorizes the board to reduce its authorized capital if it thinks it is necessary. The board is in the best position to determine the appropriate size of authorized capital. Therefore, a vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## LyondellBasell Industries N.V.

Proposal Number	Proposal Text	Vote Instruction
13	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>		

## M&T Bank Corporation

**Meeting Date:** 04/17/2018      **Country:** USA      **Primary Security ID:** 55261F104  
**Record Date:** 02/28/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 55261F104

**Shares Voted:** 91

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Brent D. Baird	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>		
1.2	Elect Director 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 S. Gold	For
1.7	Elect Director Richard A. Grossi	For
1.8	Elect Director John D. Hawke, Jr.	For
1.9	Elect Director Rene F. Jones	For
1.10	Elect Director Richard H. Ledgett, Jr.	For
1.11	Elect Director Newton P.S. Merrill	For
1.12	Elect Director Melinda R. Rich	For
1.13	Elect Director Robert E. Sadler, Jr.	For
1.14	Elect Director Denis J. Salamone	Withhold
1.15	Elect Director John R. Scannell	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## M&T Bank Corporation

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

## Macy's, Inc.

**Meeting Date:** 05/18/2018 **Country:** USA **Primary Security ID:** 55616P104

**Record Date:** 03/23/2018 **Meeting Type:** Annual

**Primary CUSIP:** 55616P104

**Shares Voted:** 161

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### 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	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 15.99% 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 proposal.</i>	Against

### Marathon Oil Corporation

**Meeting Date:** 05/30/2018      **Country:** USA      **Primary Security ID:** 565849106  
**Record Date:** 04/02/2018      **Meeting Type:** Annual

**Primary CUSIP:** 565849106

**Shares Voted:** 448

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gregory H. Boyce <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Chadwick C. Deaton	For
1c	Elect Director Marcela E. Donadio	For
1d	Elect Director Douglas L. Foshee	For
1e	Elect Director M. Elise Hyland	For
1f	Elect Director Michael E. J. Phelps - Withdrawn Resolution	
1g	Elect Director Dennis H. Reilley	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Marathon Oil Corporation

Proposal Number	Proposal Text	Vote Instruction
1h	Elect Director Lee M. Tillman	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Increase Authorized Common Stock	Against
<i>Voter Rationale: The company seeks to increase the number of common shares authorized. The amount requested is in excess of 50% of the amount currently available. For those reasons, a vote against is cast.</i>		

### Marathon Petroleum Corp.

<b>Meeting Date:</b> 09/24/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 56585A102
<b>Record Date:</b> 08/01/2018	<b>Meeting Type:</b> Special	
<b>Primary CUSIP:</b> 56585A102		
<b>Shares Voted:</b> 245		

Proposal Number	Proposal Text	Vote Instruction
1	Issue Shares in Connection with Merger	For
<i>Voter Rationale: This proposal seeks shareholder approval of the Company acquiring Andeavor in a cash or stock transaction valued at \$23.0 billion. Both companies are oil refiners. The Board recommends shareholder approval because: \$1.0 billion in annual synergies within the first three years after the combination; the merger will generate an additional \$5.0 billion of free cash flow over the next five years; and the transaction is expected to result in a more diversified industry-leading refining, marketing, and logistics company. Per the terms of the merger, each share of company stock will receive \$152.27 in cash or 1.87 Marathon shares, which represents a premium of 24.4% based on the closing prices of the shares on the last day of trading before the transaction was announced. The consideration is subject to 15.1% aggregate cash issued. An opinion has been issued by Barclays that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i>		
2	Increase Authorized Common Stock	Against
<i>Voter Rationale: The company seeks to increase the number of common shares authorized. The amount requested is more than necessary to complete the transaction described in proposal one. Therefore, a vote is cast against the proposal.</i>		
3	Approve Increase in Size of Board	Abstain
<i>Voter Rationale: This proposal seeks to change the size of the board. 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 the Company has not provided any information regarding the independency of its directors. Therefore, a vote is cast to abstain.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Marathon Petroleum Corp.

Proposal Number	Proposal Text	Vote Instruction
4	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>		

## Marathon Petroleum Corporation

**Meeting Date:** 04/25/2018      **Country:** USA      **Primary Security ID:** 56585A102  
**Record Date:** 02/26/2018      **Meeting Type:** Annual

**Primary CUSIP:** 56585A102

**Shares Voted:** 295

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Abdulaziz F. Alkhayyal	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 Donna A. James	For
1c	Elect Director James E. Rohr	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Advisory Vote on Say on Pay Frequency	One Year
<i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>		
5	Eliminate Supermajority Vote Requirement to Amend Bylaws	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: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Marathon Petroleum Corporation

Proposal Number	Proposal Text	Vote Instruction
6	Eliminate Supermajority Vote Requirement to Amend Charter <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For

## Marriott International, Inc.

**Meeting Date:** 05/04/2018      **Country:** USA      **Primary Security ID:** 571903202  
**Record Date:** 03/12/2018      **Meeting Type:** Annual

**Primary CUSIP:** 571903202

**Shares Voted:** 161

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director J.W. Marriott, 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 Mary K. Bush	For
1.3	Elect Director Bruce W. Duncan	For
1.4	Elect Director Deborah Marriott Harrison	For
1.5	Elect Director Frederick A. 'Fritz' Henderson	For
1.6	Elect Director Eric Hippeau	For
1.7	Elect Director Lawrence W. Kellner	For
1.8	Elect Director Debra L. Lee	For
1.9	Elect Director Aylwin B. Lewis	For
1.10	Elect Director George Munoz	For
1.11	Elect Director Steven S. Reinemund	For
1.12	Elect Director W. Mitt Romney	For
1.13	Elect Director Susan C. Schwab	For
1.14	Elect Director Arne M. Sorenson	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Marriott International, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Provide Right to Call Special Meeting <i>Voter Rationale: This proposal seeks to restore the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. Given the approval of item 5, a vote is cast against this proposal.</i>	Against
5	Amend Bylaws -- Call Special Meetings <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For
6	Adopt Simple Majority Vote <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For

## Marsh & McLennan Companies, Inc.

Meeting Date: 05/17/2018

Country: USA

Primary Security ID: 571748102

Record Date: 03/19/2018

Meeting Type: Annual

Primary CUSIP: 571748102

Shares Voted: 268

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director Steven A. Mills	For
1h	Elect Director Bruce P. Nolop	For
1i	Elect Director Marc D. Oken	For
1j	Elect Director Morton O. Schapiro	For
1k	Elect Director Lloyd M. Yates	For
1l	Elect Director R. David Yost	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	Amend 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>		

### Martin Marietta Materials, Inc.

<b>Meeting Date:</b> 05/17/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 573284106
<b>Record Date:</b> 03/09/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 573284106		

**Shares Voted:** 33

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Sue W. 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>		
1.2	Elect Director Smith W. Davis	For
1.3	Elect Director John J. Koraleski	For
1.4	Elect Director David G. Maffucci	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Martin Marietta Materials, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.5	Elect Director Michael J. Quillen	For
1.6	Elect Director Donald W. Slager	For
1.7	Elect Director Stephen P. Zelnak, Jr.	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>		

### Masco Corporation

<b>Meeting Date:</b> 05/11/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 574599106
<b>Record Date:</b> 03/16/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 574599106		
<b>Shares Voted:</b> 165		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Mark R. Alexander	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Richard A. Manoogian	For
1c	Elect Director John C. Plant	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Masco Corporation

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

## Mastercard Incorporated

**Meeting Date:** 06/26/2018      **Country:** USA      **Primary Security ID:** 57636Q104  
**Record Date:** 04/27/2018      **Meeting Type:** Annual

**Primary CUSIP:** 57636Q104

**Shares Voted:** 487

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Richard Haythornthwaite  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Ajay Banga	For
1c	Elect Director Silvio Barzi	For
1d	Elect Director David R. Carlucci	For
1e	Elect Director Richard K. Davis	For
1f	Elect Director Steven J. Freiberg	For
1g	Elect Director Julius Genachowski	For
1h	Elect Director Choon Phong Goh	For
1i	Elect Director Merit E. Janow	For
1j	Elect Director Nancy Karch	For
1k	Elect Director Oki Matsumoto	For
1l	Elect Director Rima Qureshi	For
1m	Elect Director Jose Octavio Reyes Lagunes	For
1n	Elect Director Jackson Tai	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Mastercard Incorporated

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

## Mattel, Inc.

**Meeting Date:** 05/17/2018      **Country:** USA      **Primary Security ID:** 577081102  
**Record Date:** 03/23/2018      **Meeting Type:** Annual

**Primary CUSIP:** 577081102

**Shares Voted:** 182

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director R. Todd Bradley  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. However, the Company has underperformed its peer group for the past five years. Given that performance, a vote is cast in favor of new nominees and against existing directors who are nominees to the Board.</i>	For
1b	Elect Director Michael J. Dolan	Against
1c	Elect Director Trevor A. Edwards *Withdrawn Resolution*	
1d	Elect Director Margaret H. Georgiadis *Withdrawn Resolution*	
1e	Elect Director Ynon Kreiz	For
1f	Elect Director Soren T. Laursen	For
1g	Elect Director Ann Lewnes	Against
1h	Elect Director Dominic Ng	Against
1i	Elect Director Vasant M. Prabhu	Against
1j	Elect Director Rosa G. Rios *Withdrawn Resolution*	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Mattel, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. 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 15.47% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
5	Require Independent Board Chairman  <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For

### McCormick & Company, Incorporated

**Meeting Date:** 03/28/2018      **Country:** USA      **Primary Security ID:** 579780206  
**Record Date:** 01/02/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 579780206

**Shares Voted:** 72

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael A. Conway  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	Against
1b	Elect Director J. Michael Fitzpatrick	For
1c	Elect Director Freeman A. Hrabowski, III	Against
1d	Elect Director Lawrence E. Kurzius	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### McCormick & Company, Incorporated

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director Patricia Little	Against
1f	Elect Director Michael D. Mangan	For
1g	Elect Director Maritza G. Montiel	For
1h	Elect Director Margaret M.V. Preston	For
1i	Elect Director Gary M. Rodkin	For
1j	Elect Director Jacques Tapiero	For
1k	Elect Director W. Anthony Vernon	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>		

### McDonald's Corporation

<b>Meeting Date:</b> 05/24/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 580135101
<b>Record Date:</b> 03/26/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 580135101		
<b>Shares Voted:</b> 421		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lloyd Dean	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Stephen Easterbrook	For
1c	Elect Director Robert Eckert	For
1d	Elect Director Margaret (Margo) Georgiadis	For
1e	Elect Director Enrique Hernandez, Jr.	For
1f	Elect Director Jeanne Jackson	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## McDonald's Corporation

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director Richard Lenny	For
1h	Elect Director John Mulligan	For
1i	Elect Director Sheila Penrose	For
1j	Elect Director John Rogers, Jr.	For
1k	Elect Director Miles White	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	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>		
5	Report on Plastic Straws	For
<i>Voter Rationale: This shareholder proposal requests a report regarding the environment risks that are connected with the use of plastic straws. Such a report would be prudent for the Company and provide useful information to shareholders. A vote is cast in favor.</i>		
6	Report on Charitable Contributions	Against
<i>Voter Rationale: This shareholder proposal asks the Company to provide a report which discloses its policies and procedures for charitable contributions made with corporate assets, contributions made, the business rationale for each contribution, the personnel participating in the decision to contribute and the actual or estimated benefits to the Company as a result of the contribution. Unlike corporate political contributions, which are difficult to determine, the information sought here is already available to shareholders. However, a charitable gift, by definition is made as a goodwill gesture and not with the intent of receiving some measurable quid pro quo benefit in return. Therefore, a vote is cast against this proposal.</i>		

## McKesson Corporation

Meeting Date: 07/25/2018

Country: USA

Primary Security ID: 58155Q103

Record Date: 05/31/2018

Meeting Type: Annual

Primary CUSIP: 58155Q103

Shares Voted: 109

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director N. Anthony Coles	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## McKesson 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. However, the Company's slow reaction to mitigate risks related to the Opioid supply chain is concerning. Therefore a vote is cast to withhold from the Audit Committee Chair and in favor of the remaining directors.</i>	
1b	Elect Director John H. Hammergren	For
1c	Elect Director M. Christine Jacobs	For
1d	Elect Director Donald R. Knauss	For
1e	Elect Director Marie L. Knowles	Against
1f	Elect Director Bradley E. Lerman	For
1g	Elect Director Edward A. Mueller	For
1h	Elect Director Susan R. Salka	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	
5	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>	
6	Use GAAP for Executive Compensation Metrics	For
	<i>Voter Rationale: This shareholder proposal asks the board to adopt a policy to use Generally Accepted Accounting Principles (GAAP) when evaluating performance for purposes of determining senior executive compensation. Non-GAAP financial metrics used for determining executive compensation may help executives reach performance targets and lead to pay inflation. The company used non-GAAP metrics for determining executive awards in last year's annual incentive program. A vote is cast in favor of the proposal.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## McKesson Corporation

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

## Medtronic Plc

**Meeting Date:** 12/07/2018      **Country:** Ireland      **Primary Security ID:** G5960L103  
**Record Date:** 10/09/2018      **Meeting Type:** Annual

**Primary CUSIP:** G5960L103

**Shares Voted:** 1,736

Proposal Number	Proposal Text	Vote Instruction
1	Elect Director Richard H. 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 Craig Arnold	For
1c	Elect Director Scott C. Donnelly	For
1d	Elect Director Randall J. Hogan, III	For
1e	Elect Director Omar Ishrak	For
1f	Elect Director Michael O. Leavitt	For
1g	Elect Director James T. Lenehan	For
1h	Elect Director Elizabeth G. Nabel	For
1i	Elect Director Denise M. O'Leary	For
1j	Elect Director Kendall J. Powell	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Medtronic Plc

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

### Merck & Co., Inc.

**Meeting Date:** 05/22/2018      **Country:** USA      **Primary Security ID:** 58933Y105  
**Record Date:** 03/28/2018      **Meeting Type:** Annual

**Primary CUSIP:** 58933Y105

**Shares Voted:** 1,426

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Leslie A. Brun	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Thomas R. Cech	For
1c	Elect Director Pamela J. Craig	For
1d	Elect Director Kenneth C. Frazier	For
1e	Elect Director Thomas H. Glocer	For
1f	Elect Director Rochelle B. Lazarus	For
1g	Elect Director John H. Noseworthy	For
1h	Elect Director Paul B. Rothman	For
1i	Elect Director Patricia F. Russo	For
1j	Elect Director Craig B. Thompson	For
1k	Elect Director Inge G. Thulin	For
1l	Elect Director Wendell P. Weeks	For
1m	Elect Director Peter C. Wendell	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Merck & Co., Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify 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
4	Provide Right to Act by Written Consent  <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

## MetLife, Inc.

Meeting Date: 06/12/2018

Country: USA

Primary Security ID: 59156R108

Record Date: 04/13/2018

Meeting Type: Annual

Primary CUSIP: 59156R108

Shares Voted: 547

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Cheryl W. Grise  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Carlos M. Gutierrez	For
1.3	Elect Director Gerald L. Hassell	For
1.4	Elect Director David L. Herzog	For
1.5	Elect Director R. Glenn Hubbard	For
1.6	Elect Director Steven A. Kandarian	For
1.7	Elect Director Edward J. Kelly, III	For
1.8	Elect Director William E. Kennard	For
1.9	Elect Director James M. Kilts	For
1.10	Elect Director Catherine R. Kinney	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### MetLife, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.11	Elect Director Denise M. Morrison	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	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>		

### Mettler-Toledo International Inc.

Meeting Date: 05/03/2018

Country: USA

Primary Security ID: 592688105

Record Date: 03/05/2018

Meeting Type: Annual

Primary CUSIP: 592688105

Shares Voted: 13

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert F. Spoerry	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Wah-Hui Chu	For
1.3	Elect Director Olivier A. Filliol	For
1.4	Elect Director Elisha W. Finney	For
1.5	Elect Director Richard Francis	For
1.6	Elect Director Constance L. Harvey	For
1.7	Elect Director Michael A. Kelly	For
1.8	Elect Director Hans Ulrich Maerki	For
1.9	Elect Director Thomas P. Salice	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Mettler-Toledo International Inc.

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

## MGM Resorts International

**Meeting Date:** 05/02/2018      **Country:** USA      **Primary Security ID:** 552953101  
**Record Date:** 03/08/2018      **Meeting Type:** Annual

**Primary CUSIP:** 552953101

**Shares Voted:** 268

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert H. Baldwin  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director William A. Bible	For
1c	Elect Director Mary Chris Gay	For
1d	Elect Director William W. Grounds	For
1e	Elect Director Alexis M. Herman	For
1f	Elect Director Roland Hernandez	For
1g	Elect Director John Kilroy	For
1h	Elect Director Rose McKinney-James	For
1i	Elect Director James J. Murren	For
1j	Elect Director Gregory M. Spierkel	For
1k	Elect Director Jan G. Swartz	For
1l	Elect Director Daniel J. Taylor	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## MGM Resorts International

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against the appointment of auditors.</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

## Michael Kors Holdings Limited

Meeting Date: 08/01/2018

Country: Virgin Isl (UK)

Primary Security ID: G60754101

Record Date: 06/01/2018

Meeting Type: Annual

Primary CUSIP: N/A

Shares Voted: 80

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Michael Kors Holdings Limited

Proposal Number	Proposal Text	Vote Instruction
4	Assess Feasibility of Adopting Quantitative Renewable Energy Goals	For
<i>Voter Rationale: This shareholder proposal seeks a report from the company on its efforts in renewable energy adoption. The Company states that its current policies and renewable initiatives are sufficient towards renewable energy adoption. This report would be a good way for shareholders to evaluate that. A vote is cast in favor.</i>		

### Microchip Technology Incorporated

<b>Meeting Date:</b> 08/14/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 595017104
<b>Record Date:</b> 06/21/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 595017104		
<b>Shares Voted:</b> 125		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Steve Sanghi	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 Matthew W. Chapman	For
1.3	Elect Director L.B. Day	For
1.4	Elect Director Esther L. Johnson	For
1.5	Elect Director Wade F. Meyercord	For
2	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>		

### Micron Technology, Inc.

<b>Meeting Date:</b> 01/17/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 595112103
<b>Record Date:</b> 11/20/2017	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 595112103		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Micron Technology, Inc.

Shares Voted: 671

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert L. Bailey <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Richard M. Beyer	For
1.3	Elect Director Patrick J. Byrne	For
1.4	Elect Director Mercedes Johnson	For
1.5	Elect Director Sanjay Mehrotra	For
1.6	Elect Director Lawrence N. Mondry	For
1.7	Elect Director Robert E. Switz	For
2	Approve Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal establishes an employee stock ownership plan which will give an equity stake in the company to all fulltime and many part-time employees, thus encouraging quality work. This is in the best interest of shareholders. A vote is cast in favor.</i>	For
3	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
4	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
5	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
6	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Microsoft Corp.

**Meeting Date:** 11/28/2018

**Country:** USA

**Primary Security ID:** 594918104

**Record Date:** 09/26/2018

**Meeting Type:** Annual

**Primary CUSIP:** 594918104

**Shares Voted:** 4,929

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director William H. Gates, III <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Reid G. Hoffman	For
1.3	Elect Director Hugh F. Johnston	For
1.4	Elect Director Teri L. List-Stoll	For
1.5	Elect Director Satya Nadella	For
1.6	Elect Director Charles H. Noski	For
1.7	Elect Director Helmut Panke	For
1.8	Elect Director Sandra E. Peterson	For
1.9	Elect Director Penny S. Pritzker	For
1.10	Elect Director Charles W. Scharf	For
1.11	Elect Director Arne M. Sorenson	For
1.12	Elect Director John W. Stanton	For
1.13	Elect Director John W. Thompson	For
1.14	Elect Director Padmasree Warrior	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Mid-America Apartment Communities, Inc.

**Meeting Date:** 05/22/2018

**Country:** USA

**Primary Security ID:** 59522J103

**Record Date:** 03/16/2018

**Meeting Type:** Annual

**Primary CUSIP:** 59522J103

**Shares Voted:** 60

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director H. Eric Bolton, Jr.  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Russell R. French	For
1c	Elect Director Alan B. Graf, Jr.	For
1d	Elect Director Toni Jennings	For
1e	Elect Director James K. Lowder	For
1f	Elect Director Thomas H. Lowder	For
1g	Elect Director Monica McGurk	For
1h	Elect Director Claude B. Nielsen	For
1i	Elect Director Philip W. Norwood	For
1j	Elect Director W. Reid Sanders	For
1k	Elect Director Gary Shorb	For
1l	Elect Director David P. Stockert	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Amend Omnibus Stock Plan  <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 1.58% 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 amendment.</i>	Against
4	Ratify Ernst & Young LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Mohawk Industries, Inc.

**Meeting Date:** 05/24/2018

**Country:** USA

**Primary Security ID:** 608190104

**Record Date:** 03/29/2018

**Meeting Type:** Annual

**Primary CUSIP:** 608190104

**Shares Voted:** 33

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

### Molson Coors Brewing Company

**Meeting Date:** 05/23/2018

**Country:** USA

**Primary Security ID:** 60871R209

**Record Date:** 03/29/2018

**Meeting Type:** Annual

**Primary CUSIP:** 60871R209

**Shares Voted:** 98

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Molson Coors Brewing Company

Proposal Number	Proposal Text	Vote Instruction
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>		

## Mondelez International, Inc.

Meeting Date: 05/16/2018      Country: USA      Primary Security ID: 609207105  
Record Date: 03/12/2018      Meeting Type: Annual

Primary CUSIP: 609207105

Shares Voted: 786

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lewis W.K. Booth	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Charles E. Bunch	For
1c	Elect Director Debra A. Crew	For
1d	Elect Director Lois D. Juliber	For
1e	Elect Director Mark D. Ketchum	For
1f	Elect Director Peter W. May	For
1g	Elect Director Jorge S. Mesquita	For
1h	Elect Director Joseph Neubauer	For
1i	Elect Director Fredric G. Reynolds	For
1j	Elect Director Christiana S. Shi	For
1k	Elect Director Patrick T. Siewert	For
1l	Elect Director Jean-Francois M. L. van Boxmeer	For
1m	Elect Director Dirk Van de Put	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Mondelez International, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Assess Environmental Impact of Non-Recyclable Packaging  <i>Voter Rationale: This shareholder proposal requests a report assessing the environmental impacts of continuing to use non-recyclable brand packaging. Such a report would be prudent for the Company and would provide useful information to shareholders. A vote is cast in favor.</i>	For
5	Create a Committee to Prepare a Report Regarding the Impact of Plant Closures on Communities  <i>Voter Rationale: This proposal seeks creation of a compliance committee to better ensure that the Company is in compliance with all relevant government regulations. That would be prudent for the Company and in the best interests of shareholders. A vote is cast in favor.</i>	For

## Monsanto Company

Meeting Date: 01/31/2018

Country: USA

Primary Security ID: 61166W101

Record Date: 12/15/2017

Meeting Type: Annual

Primary CUSIP: 61166W101

Shares Voted: 264

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Dwight M. 'Mitch' Barns  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Gregory H. Boyce	For
1c	Elect Director David L. Chicoine	For
1d	Elect Director Janice L. Fields	For
1e	Elect Director Hugh Grant	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Monsanto Company

Proposal Number	Proposal Text	Vote Instruction
1f	Elect Director Laura K. Ipsen	For
1g	Elect Director Marcos M. Lutz	For
1h	Elect Director C. Steven McMillan	For
1i	Elect Director Jon R. Moeller	For
1j	Elect Director George H. Poste	For
1k	Elect Director Robert J. Stevens	For
1l	Elect Director Patricia Verduin	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
4	Amend Bylaws to Create Board Human Rights Committee	Against
<i>Voter Rationale: This shareholder proposal seeks to require the company to amend its bylaws to create a board committee on human rights. According to the proponent, the company is violating the human right to a healthy environment by producing the product Roundup (controls weeds), and its active ingredient glyphosate is, considered a carcinogen by the World Health Organization and by California. The proponent stated human rights oversight is not required by any standing committee of the board. In response the board said its Sustainability and Corporate Responsibility Committee reviews company products and progress related to the company's Human Rights Policy. Its activities are reported to the full board. Since the Company already has a board-level committee that handles human rights issues, a vote is cast against the proposal.</i>		

## Monster Beverage Corporation

Meeting Date: 06/07/2018

Country: USA

Primary Security ID: 61174X109

Record Date: 04/13/2018

Meeting Type: Annual

Primary CUSIP: 61174X109

Shares Voted: 218

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Rodney C. Sacks	Withhold

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Monster Beverage Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1.2	Elect Director Hilton H. Schlosberg	Withhold
1.3	Elect Director Mark J. Hall	Withhold
1.4	Elect Director Norman C. Epstein	For
1.5	Elect Director Gary P. Fayard	For
1.6	Elect Director Benjamin M. Polk	For
1.7	Elect Director Sydney Selati	For
1.8	Elect Director Harold C. Taber, Jr.	For
1.9	Elect Director Kathy N. Waller	Withhold
1.10	Elect Director Mark S. Vidergauz	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	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	Report on Human Trafficking and Forced Labor in Supply Chains	For
	<i>Voter Rationale: This shareholder proposal requests the Company to provide a report that assesses the Company's risk of human trafficking and forced labor within its sugar cane (raw materials) supply chain. The Company discloses in its 10-k that there are business risks connected with supply chain labor problems that include relationships with bottlers and distributors, raw materials, or brand image or product quality. The Company has authority when purchasing and sourcing its raw materials, but there is a complete lack of disclosure regarding the risks in its supply chain. A vote is cast for this proposal because human rights abuses can lead to a reputational risk that can damage shareholder value.</i>	

## Moody's Corporation

Meeting Date: 04/24/2018

Country: USA

Primary Security ID: 615369105

Record Date: 02/28/2018

Meeting Type: Annual

Primary CUSIP: 615369105

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Moody's Corporation

Shares Voted: 100

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Basil L. Anderson <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Jorge A. Bermudez	For
1.3	Elect Director Vincent A. Forlenza	For
1.4	Elect Director Kathryn M. Hill	For
1.5	Elect Director Raymond W. McDaniel, Jr.	For
1.6	Elect Director Henry A. McKinnell, Jr.	For
1.7	Elect Director Leslie F. Seidman	For
1.8	Elect Director Bruce Van Saun	For
1.9	Elect Director Gerrit Zalm	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	Amend Compensation Clawback Policy <i>Voter Rationale: This proposal asks the board to adopt a policy to review all bonuses and awards to senior executives when a restatement of the company's financial results occurs and to recoup any incentive-based compensation if specified performance targets were not actually achieved. A vote is cast for this proposal because incentive pay should be paid and retained only if the company legitimately achieves performance benchmarks that are set in advance.</i>	For

## Morgan Stanley

Meeting Date: 05/24/2018

Country: USA

Primary Security ID: 617446448

Record Date: 03/26/2018

Meeting Type: Annual

Primary CUSIP: 617446448

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Morgan Stanley

Shares Voted: 728

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Elizabeth Corley <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Alistair Darling	For
1c	Elect Director Thomas H. Glocer	For
1d	Elect Director James P. Gorman	For
1e	Elect Director Robert H. Herz	For
1f	Elect Director Nobuyuki Hirano	For
1g	Elect Director Jami Miscik	For
1h	Elect Director Dennis M. Nally	For
1i	Elect Director Hutham S. Olayan	For
1j	Elect Director Ryosuke Tamakoshi	For
1k	Elect Director Perry M. Traquina	For
1l	Elect Director Rayford Wilkins, Jr.	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	Prohibit Accelerated Vesting of Awards to Pursue Government Service <i>Voter Rationale: This shareholder proposal requests that the board adopts a policy that in the event an executive decides to enter government service, there should be no acceleration in the vesting of any equity award to a senior executive, provided that any unvested award may vest on a pro rata basis up to the day of termination. To the extent any such unvested awards are based on performance, the performance goals must have been met. Such a policy would be in the best interests of shareholders. A vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Motorola Solutions, Inc.

**Meeting Date:** 05/14/2018

**Country:** USA

**Primary Security ID:** 620076307

**Record Date:** 03/16/2018

**Meeting Type:** Annual

**Primary CUSIP:** 620076307

**Shares Voted:** 85

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gregory Q. Brown <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	For
1b	Elect Director Kenneth D. Denman	For
1c	Elect Director Egon P. Durban	Against
1d	Elect Director Clayton M. Jones	For
1e	Elect Director Judy C. Lewent	For
1f	Elect Director Gregory K. Mondre	Against
1g	Elect Director Anne R. Pramaggiore	For
1h	Elect Director Samuel C. Scott, III	For
1i	Elect Director Joseph M. Tucci	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Report on Efforts to Ensure Supply Chain Has No Forced Labor <i>Voter Rationale: This shareholder proposal seeks a report from the Company on its efforts in safeguarding the Company's supply chain has no forced labor. The Company emphasizes that it has policies and programs in place to guarantee compliance. This report would be a good way for shareholders to check on that. A vote is cast in favor.</i>	For
5	Require Director Nominee with Human Rights Expertise <i>Voter Rationale: A vote is cast against because although the Company does not appear to have an independent board member with adequate human rights expertise and its supply chain is subject to human rights risks selecting a director solely with human rights expertise may be limiting.</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Motorola Solutions, Inc.

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

## Mylan N.V.

<b>Meeting Date:</b> 06/29/2018	<b>Country:</b> Netherlands	<b>Primary Security ID:</b> N59465109
<b>Record Date:</b> 06/01/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 628530107		
<b>Shares Voted:</b> 272		

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Heather Bresch	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 J. Cindrich	For
1C	Elect Director Robert J. Coury	For
1D	Elect Director JoEllen Lyons Dillon	For
1E	Elect Director Neil Dimick	For
1F	Elect Director Melina Higgins	For
1G	Elect Director Harry A. Korman	For
1H	Elect Director Rajiv Malik	For
1I	Elect Director Mark W. Parrish	For
1J	Elect Director Pauline van der Meer Mohr	For
1K	Elect Director Randall L. (Pete) Vanderveen	For
1L	Elect Director Sjoerd S. Vollebregt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Mylan N.V.

Proposal Number	Proposal Text	Vote Instruction
3	Adopt Financial Statements and Statutory Reports <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For
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. Therefore, a vote is cast in favor.</i>	For
5	Instruction to Deloitte Accountants B.V. for the Audit of the Company's Dutch Statutory Annual Accounts for Fiscal Year 2018 <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is 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	Authorize Share Repurchase Program <i>Voter Rationale: The Company seeks authority to repurchase its own shares. The Company has not stated what be the purposes of its repurchases. That is not in the best interests of shareholders. A vote is cast to abstain.</i>	For

### Nabors Industries Ltd.

**Meeting Date:** 06/05/2018      **Country:** Bermuda      **Primary Security ID:** G6359F103  
**Record Date:** 04/06/2018      **Meeting Type:** Annual  
**Primary CUSIP:** G6359F103

**Shares Voted:** 200

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Tanya S. Beder <i>Voter Rationale: A vote is cast against all nominees to the board because they were not responsive to the failed Say-On-Pay proposal in 2017, 44% support. This company has a history of substantial shareholder compensation concerns and its SOP agenda item consistently receives low shareholder support. We will not support that agenda item this year due to company underperformance and substantial over compensation.</i>	Withhold
1.2	Elect Director James R. Crane	Withhold
1.3	Elect Director John P. Kotts	Withhold
1.4	Elect Director Michael C. Linn	Withhold
1.5	Elect Director Anthony G. Petrello	Withhold
1.6	Elect Director Dag Skattum	Withhold
1.7	Elect Director John Yearwood	Withhold

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Nabors Industries Ltd.

Proposal Number	Proposal Text	Vote Instruction
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Amend Omnibus Stock Plan  <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 7.35% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against

### Nasdaq, Inc.

Meeting Date: 04/24/2018

Country: USA

Primary Security ID: 631103108

Record Date: 02/26/2018

Meeting Type: Annual

Primary CUSIP: 631103108

Shares Voted: 70

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Melissa M. Arnoldi  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and for all other nominees.</i>	For
1b	Elect Director Charlene T. Begley	For
1c	Elect Director Steven D. Black	For
1d	Elect Director Adena T. Friedman	For
1e	Elect Director Essa Kazim	For
1f	Elect Director Thomas A. Kloet	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Nasdaq, Inc.

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director John D. Rainey	Against
1h	Elect Director Michael R. Splinter	For
1i	Elect Director Jacob Wallenberg	For
1j	Elect Director Lars R. Wedenborn	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 9.13% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</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	Provide Right to Act by Written Consent	For
<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>		

### National Oilwell Varco, Inc.

Meeting Date: 05/11/2018

Country: USA

Primary Security ID: 637071101

Record Date: 03/16/2018

Meeting Type: Annual

Primary CUSIP: 637071101

Shares Voted: 200

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### National Oilwell Varco, Inc.

Proposal Number	Proposal Text	Vote Instruction
1C	Elect Director Marcela E. Donadio	For
1D	Elect Director Ben A. Guill	For
1E	Elect Director James T. Hackett	For
1F	Elect Director David D. Harrison	For
1G	Elect Director Eric L. Mattson	For
1H	Elect Director Melody B. Meyer	For
1I	Elect Director William R. Thomas	For
2	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Approve Omnibus Stock Plan	Against
<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 12.57% 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>		

### Navient Corporation

Meeting Date: 05/24/2018

Country: USA

Primary Security ID: 63938C108

Record Date: 03/26/2018

Meeting Type: Annual

Primary CUSIP: 63938C108

Shares Voted: 139

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Anna Escobedo Cabral	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Navient 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). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	
1b	Elect Director William M. Diefenderfer, III	For
1c	Elect Director Katherine A. Lehman	For
1d	Elect Director Linda A. Mills	For
1e	Elect Director John (Jack) F. Remondi	For
1f	Elect Director Jane J. Thompson	Against
1g	Elect Director Laura S. Unger	For
1h	Elect Director Barry L. Williams	For
1i	Elect Director David L. Yowan	For
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Report on Governance Measures Implemented Related to Student Loan Debt	For
	<i>Voter Rationale: This shareholder proposal requests the Company provides shareholders with a report on governance measures the Company has implemented to comprehend and manage the risk related to the student loan condition in the U.S. The Company is the largest firm for federally backed student loans and lists in its 10-k that student lending connects to many of its risks. A report would be prudent for the Company and shareholders to consider how material the risks are. A vote is cast in favor.</i>	

## Nektar Therapeutics

Meeting Date: 06/26/2018

Country: USA

Primary Security ID: 640268108

Record Date: 04/27/2018

Meeting Type: Annual

Primary CUSIP: 640268108

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Nektar Therapeutics

Shares Voted: 85

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jeff Ajer <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees. A vote is cast to withhold from members of the nominating committee given the lack of gender diversity on the board.</i>	For
1b	Elect Director Robert B. Chess	For
1c	Elect Director Roy A. Whitfield	Against
2	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 18.68% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
3	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

## NetApp, Inc.

Meeting Date: 09/13/2018

Country: USA

Primary Security ID: 64110D104

Record Date: 07/17/2018

Meeting Type: Annual

Primary CUSIP: 64110D104

Shares Voted: 142

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## NetApp, Inc.

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Gerald Held	For
1c	Elect Director Kathryn M. Hill	For
1d	Elect Director Deborah L. Kerr	For
1e	Elect Director George Kurian	For
1f	Elect Director Scott F. Schenkel	For
1g	Elect Director George T. Shaheen	For
1h	Elect Director Richard P. Wallace	For
2	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 14.64% 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	Amend Qualified Employee Stock Purchase Plan	For
<i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>		
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
5	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
6	Ratify Existing Ownership Threshold for Shareholders to Call Special Meeting	Against
<i>Voter Rationale: This proposal seeks to ratify the existing ownership threshold for shareholders to call a special meeting. The Company has omitted a shareholder proposal that requested a lower ownership threshold to call a special meeting and the current right is restrictive given concerns regarding the ownership threshold. A vote is cast against.</i>		

## Netflix, Inc.

Meeting Date: 06/06/2018

Country: USA

Primary Security ID: 64110L106

Record Date: 04/09/2018

Meeting Type: Annual

Primary CUSIP: 64110L106

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Netflix, Inc.

Shares Voted: 229

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Richard N. Barton <i>Voter Rationale: The board has failed to implement a shareholder proposal that received a majority vote the prior year. As representatives of the shareholders, directors should implement those proposals that receive a majority vote. Because of their failure to do so, a vote is cast to withhold authority for all nominees to the board.</i>	Withhold
1b	Elect Director Rodolphe Belmer	Withhold
1c	Elect Director Bradford L. Smith	Withhold
1d	Elect Director Anne M. Sweeney	Withhold
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Amend Bylaws -- Call Special Meetings <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For
5	Adopt Proxy Access Right <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For
6	Adopt Compensation Clawback Policy <i>Voter Rationale: This proposal asks the board to adopt a policy to review all bonuses and awards to senior executives when a restatement of the company's financial results occurs and to recoup any incentive-based compensation if specified performance targets were not actually achieved. A vote is cast for this proposal because incentive pay should be paid and retained only if the company legitimately achieves performance benchmarks that are set in advance.</i>	For
7	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For
8	Adopt Simple Majority Vote <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Netflix, Inc.

Proposal Number	Proposal Text	Vote Instruction
9	Require a Majority Vote for the Election of Directors  <i>Voter Rationale: This shareholder proposal requests the Board to amend its corporate documents to provide nominees for the Board must receive the vote of a majority of shares cast at an annual meeting of shareholders in order to be elected. Requiring a majority vote for election/re-election would give real teeth to the vote no campaigns that are now just symbolic protest votes waged against incumbent directors who shareholders feel are not responsive. A vote is cast in favor.</i>	For

### NEWELL BRANDS INC.

**Meeting Date:** 05/15/2018      **Country:** USA      **Primary Security ID:** 651229106  
**Record Date:** 03/16/2018      **Meeting Type:** Annual

**Primary CUSIP:** 651229106

**Shares Voted:** 516

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Bridget Ryan Berman  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or 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 Patrick D. Campbell	For
1c	Elect Director James R. Craigie	For
1d	Elect Director Debra A. Crew	For
1e	Elect Director Brett M. Icahn	For
1f	Elect Director Gerardo I. Lopez	For
1g	Elect Director Courtney R. Mather	Withhold
1h	Elect Director Michael B. Polk	For
1i	Elect Director Judith A. Sprieser	For
1j	Elect Director Robert A. Steele	For
1k	Elect Director Steven J. Strobel	For
1l	Elect Director Michael A. Todman	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## NEWELL BRANDS INC.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

## Newfield Exploration Company

Meeting Date: 05/15/2018

Country: USA

Primary Security ID: 651290108

Record Date: 03/20/2018

Meeting Type: Annual

Primary CUSIP: 651290108

Shares Voted: 105

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lee K. Boothby <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Pamela J. Gardner	For
1c	Elect Director Edgar R. Giesinger, Jr.	For
1d	Elect Director Steven W. Nance	For
1e	Elect Director Roger B. Plank	For
1f	Elect Director Thomas G. Ricks	For
1g	Elect Director Juanita M. Romans	For
1h	Elect Director John W. Schanck	For
1i	Elect Director J. Terry Strange	For
1j	Elect Director J. Kent Wells	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Newfield Exploration Company

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	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

## Newmont Mining Corporation

**Meeting Date:** 04/25/2018      **Country:** USA      **Primary Security ID:** 651639106  
**Record Date:** 02/26/2018      **Meeting Type:** Annual

**Primary CUSIP:** 651639106

**Shares Voted:** 322

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Gregory H. Boyce  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 R. Brook	For
1.3	Elect Director J. Kofi Bucknor	For
1.4	Elect Director Joseph A. Carrabba	For
1.5	Elect Director Noreen Doyle	For
1.6	Elect Director Gary J. Goldberg	For
1.7	Elect Director Veronica M. Hagen	For
1.8	Elect Director Sheri E. Hickok	For
1.9	Elect Director Rene Medori	For
1.10	Elect Director Jane Nelson	For
1.11	Elect Director Julio M. Quintana	For
1.12	Elect Director Molly P. Zhang	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Newmont Mining Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	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

## News Corp.

Meeting Date: 11/06/2018

Country: USA

Primary Security ID: 65249B109

Record Date: 09/07/2018

Meeting Type: Annual

Primary CUSIP: 65249B109

Shares Voted: 78

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director K. Rupert Murdoch  <i>Voter Rationale: The Company adopted a poison pill plan and the directors have not submitted it shareholders for approval at the annual meeting. That is not in the best interests of shareholders. A vote is cast to withhold authority from all nominees to the board.</i>	Against
1b	Elect Director Lachlan K. Murdoch	Against
1c	Elect Director Robert J. Thomson	Against
1d	Elect Director Kelly Ayotte	Against
1e	Elect Director Jose Maria Aznar	Against
1f	Elect Director Natalie Bancroft	Against
1g	Elect Director Peter L. Barnes	Against
1h	Elect Director Joel I. Klein	Against
1i	Elect Director James R. Murdoch	Against
1j	Elect Director Ana Paula Pessoa	Against
1k	Elect Director Masroor Siddiqui	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## News Corp.

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

## NextEra Energy, Inc.

**Meeting Date:** 05/24/2018      **Country:** USA      **Primary Security ID:** 65339F101  
**Record Date:** 03/26/2018      **Meeting Type:** Annual

**Primary CUSIP:** 65339F101

**Shares Voted:** 248

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Sherry S. Barrat  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 L. Camaren	For
1c	Elect Director Kenneth B. Dunn	For
1d	Elect Director Naren K. Gursahaney	For
1e	Elect Director Kirk S. Hachigian	For
1f	Elect Director Toni Jennings	For
1g	Elect Director Amy B. Lane	For
1h	Elect Director James L. Robo	For
1i	Elect Director Rudy E. Schupp	For
1j	Elect Director John L. Skolds	For
1k	Elect Director William H. Swanson	For
1l	Elect Director Hansel E. Tookes, II	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## NextEra Energy, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock 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	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For
5	Report on Political Contributions <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	For

## Nielsen Holdings plc

Meeting Date: 05/22/2018

Country: United Kingdom

Primary Security ID: G6518L108

Record Date: 03/23/2018

Meeting Type: Annual

Primary CUSIP: N/A

Shares Voted: 177

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director James A. Attwood, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Mitch Barns	For
1c	Elect Director Guerrino De Luca	For
1d	Elect Director Karen M. Hoguet	For
1e	Elect Director Harish Manwani	For
1f	Elect Director Robert C. Pozen	For
1g	Elect Director David Rawlinson	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Nielsen Holdings plc

Proposal Number	Proposal Text	Vote Instruction
1h	Elect Director Javier G. Teruel	For
1i	Elect Director Lauren Zalaznick	For
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Reappoint Ernst & Young LLP as UK Statutory Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders. Therefore, a vote is cast in favor.</i>		
4	Authorize the Audit Committee to Fix Remuneration of UK Statutory Auditors	For
<i>Voter Rationale: Here, the amount of remuneration the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the auditors' remuneration.</i>		
5	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
6	Approve Remuneration Report	For
<i>Voter Rationale: See item 5.</i>		
7	Approve Remuneration Policy	For
<i>Voter Rationale: This proposal seeks binding shareholder approval on the Company's remuneration policy for the next three years. The policy does not contain any provisions that are materially adverse to shareholder interests. A vote is cast in favor.</i>		

## NIKE, Inc.

Meeting Date: 09/20/2018

Country: USA

Primary Security ID: 654106103

Record Date: 07/20/2018

Meeting Type: Annual

Primary CUSIP: 654106103

Shares Voted: 680

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### NIKE, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director John C. Lechleiter	For
1.3	Elect Director Michelle A. Peluso	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Report on Political Contributions Disclosure	For
<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>		
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>		

### NiSource Inc.

**Meeting Date:** 05/08/2018

**Country:** USA

**Primary Security ID:** 65473P105

**Record Date:** 03/13/2018

**Meeting Type:** Annual

**Primary CUSIP:** 65473P105

**Shares Voted:** 177

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Peter A. Altabef	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 L. Butler	For
1.3	Elect Director Aristides S. Candris	For
1.4	Elect Director Wayne S. DeVeydt	For
1.5	Elect Director Joseph Hamrock	For
1.6	Elect Director Deborah A. Henretta	For
1.7	Elect Director Michael E. Jesanis	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### NiSource Inc.

Proposal Number	Proposal Text	Vote Instruction
1.8	Elect Director Kevin T. Kabat	For
1.9	Elect Director Richard L. Thompson	For
1.10	Elect Director Carolyn Y. Woo	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	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>		

### Noble Energy, Inc.

Meeting Date: 04/24/2018

Country: USA

Primary Security ID: 655044105

Record Date: 02/23/2018

Meeting Type: Annual

Primary CUSIP: 655044105

Shares Voted: 294

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jeffrey L. Berenson	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1b	Elect Director Michael A. Cawley	Against
1c	Elect Director Edward F. Cox	Against
1d	Elect Director James E. Craddock	Against
1e	Elect Director Thomas J. Edelman	Against
1f	Elect Director Holli C. Ladhani	Against
1g	Elect Director David L. Stover	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Noble Energy, Inc.

Proposal Number	Proposal Text	Vote Instruction
1h	Elect Director Scott D. Urban	For
1i	Elect Director William T. Van Kleeef	For
2	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against 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	Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario	For
	<i>Voter Rationale: This shareholder proposal requests the Company provide an annual assessment of long-term portfolio impacts of public climate change policies on the Company's operations. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	

### Nordstrom, Inc.

**Meeting Date:** 05/29/2018      **Country:** USA      **Primary Security ID:** 655664100  
**Record Date:** 03/19/2018      **Meeting Type:** Annual

**Primary CUSIP:** 655664100

**Shares Voted:** 61

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Shellye L. Archambeau	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 Stacy Brown-Philpot	For
1c	Elect Director Tanya L. Domier	For
1d	Elect Director Blake W. Nordstrom	For
1e	Elect Director Erik B. Nordstrom	For
1f	Elect Director Peter E. Nordstrom	For
1g	Elect Director Philip G. Satre	For
1h	Elect Director Brad D. Smith	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Nordstrom, Inc.

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

### Norfolk Southern Corporation

<b>Meeting Date:</b> 05/10/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 655844108
<b>Record Date:</b> 03/01/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 655844108		

**Shares Voted:** 173

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Thomas D. Bell, Jr.	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	
1b	Elect Director Wesley G. Bush	For
1c	Elect Director Daniel A. Carp	For
1d	Elect Director Mitchell E. Daniels, Jr.	For
1e	Elect Director Marcela E. Donadio	For
1f	Elect Director Steven F. Leer	For
1g	Elect Director Michael D. Lockhart	For
1h	Elect Director Amy E. Miles	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Norfolk Southern Corporation

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Martin H. Nesbitt	For
1j	Elect Director Jennifer F. Scanlon	Against
1k	Elect Director James A. Squires	For
1l	Elect Director John R. Thompson	For
2	Ratify KPMG LLPas 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	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>		

## Northern Trust Corporation

Meeting Date: 04/17/2018

Country: USA

Primary Security ID: 665859104

Record Date: 02/23/2018

Meeting Type: Annual

Primary CUSIP: 665859104

Shares Voted: 130

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Linda Walker Bynoe	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Susan Crown	For
1c	Elect Director Dean M. Harrison	For
1d	Elect Director Jay L. Henderson	For
1e	Elect Director Michael G. O'Grady	For
1f	Elect Director Jose Luis Prado	For
1g	Elect Director Thomas E. Richards	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Northern Trust Corporation

Proposal Number	Proposal Text	Vote Instruction
1h	Elect Director John W. Rowe	For
1i	Elect Director Martin P. Slark	For
1j	Elect Director David H. B. Smith, Jr.	For
1k	Elect Director Donald Thompson	For
1l	Elect Director Charles A. Tribbett, III	For
1m	Elect Director Frederick H. Waddell	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Ratify KPMG LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
4	Report on Political Contributions Disclosure	For
<i>Voter Rationale: This shareholder proposal seeks a report from the Company disclosing its policies for political contributions which accounts for funds donated and to provide board oversight of such contributions. The disclosure of policies is not available in the various public records the Company has to file. Board oversight would be in the best interests of shareholders. A vote is cast in favor.</i>		

### Northrop Grumman Corporation

Meeting Date: 05/16/2018

Country: USA

Primary Security ID: 666807102

Record Date: 03/20/2018

Meeting Type: Annual

Primary CUSIP: 666807102

Shares Voted: 92

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Northrop Grumman Corporation

Proposal Number	Proposal Text	Vote Instruction
1.4	Elect Director Ann M. Fudge	For
1.5	Elect Director Bruce S. Gordon	For
1.6	Elect Director William H. Hernandez	For
1.7	Elect Director Madeleine A. Kleiner	For
1.8	Elect Director Karl J. Krapek	For
1.9	Elect Director Gary Roughead	For
1.10	Elect Director Thomas M. Schoewe	For
1.11	Elect Director James S. Turley	For
1.12	Elect Director Mark A. Welsh, III	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>		

### Norwegian Cruise Line Holdings Ltd.

Meeting Date: 06/20/2018

Country: Bermuda

Primary Security ID: G66721104

Record Date: 04/02/2018

Meeting Type: Annual

Primary CUSIP: N/A

Shares Voted: 109

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Norwegian Cruise Line Holdings Ltd.

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Stella David	For
1c	Elect Director Mary E. Landry	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

### NRG Energy, Inc.

<b>Meeting Date:</b> 04/26/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 629377508
<b>Record Date:</b> 03/01/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 629377508		

**Shares Voted:** 182

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director E. Spencer Abraham	Against
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>		
1b	Elect Director Kirbyjon H. Caldwell - Withdrawn Resolution	
1c	Elect Director Matthew Carter, Jr.	For
1d	Elect Director Lawrence S. Coben	For
1e	Elect Director Heather Cox	For
1f	Elect Director Terry G. Dallas	For
1g	Elect Director Mauricio Gutierrez	For
1h	Elect Director William E. Hantke	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## NRG Energy, Inc.

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Paul W. Hobby	For
1j	Elect Director Anne C. Schaumburg	For
1k	Elect Director Thomas H. Weidemeyer	For
1l	Elect Director C. John Wilder	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Ratify KPMG LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
4	Report on Political Contributions	For
<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>		

## Nucor Corporation

Meeting Date: 05/10/2018

Country: USA

Primary Security ID: 670346105

Record Date: 03/12/2018

Meeting Type: Annual

Primary CUSIP: 670346105

Shares Voted: 167

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Lloyd J. Austin, III	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>		
1.2	Elect Director Patrick J. Dempsey	Withhold
1.3	Elect Director John J. Ferriola	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Nucor Corporation

Proposal Number	Proposal Text	Vote Instruction
1.4	Elect Director Victoria F. Haynes	For
1.5	Elect Director Christopher J. Kearney	For
1.6	Elect Director Laurette T. Koellner	For
1.7	Elect Director John H. Walker	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	

## NVIDIA CORPORATION

Meeting Date: 05/16/2018

Country: USA

Primary Security ID: 67066G104

Record Date: 03/22/2018

Meeting Type: Annual

Primary CUSIP: 67066G104

Shares Voted: 319

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## NVIDIA CORPORATION

Proposal Number	Proposal Text	Vote Instruction
1f	Elect Director Dawn Hudson	For
1g	Elect Director Harvey C. Jones	For
1h	Elect Director Michael G. McCaffery	For
1i	Elect Director Mark L. Perry	For
1j	Elect Director A. Brooke Seawell	For
1k	Elect Director Mark A. Stevens	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	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 10.09% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>		
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>		

## Occidental Petroleum Corporation

Meeting Date: 05/04/2018

Country: USA

Primary Security ID: 674599105

Record Date: 03/09/2018

Meeting Type: Annual

Primary CUSIP: 674599105

Shares Voted: 404

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Spencer Abraham	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Occidental Petroleum 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). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>	
1b	Elect Director Howard I. Atkins	For
1c	Elect Director Eugene L. Batchelder	For
1d	Elect Director John E. Feick	For
1e	Elect Director Margaret M. Foran	For
1f	Elect Director Carlos M. Gutierrez	For
1g	Elect Director Vicki Hollub	For
1h	Elect Director William R. Klesse	For
1i	Elect Director Jack B. Moore	For
1j	Elect Director Avedick B. Poladian	For
1k	Elect Director Elisse B. Walter	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 9.11% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
4	Ratify KPMG LLP as Auditors	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>	

## Olin Corporation

Meeting Date: 04/26/2018

Country: USA

Primary Security ID: 680665205

Record Date: 02/28/2018

Meeting Type: Annual

Primary CUSIP: 680665205

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Olin Corporation

Shares Voted: 1

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Donald W. Bogus <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Earl L. Shipp	For
1.3	Elect Director Vincent J. Smith	For
1.4	Elect Director Carol A. Williams	For
2	Approve Omnibus Stock Plan <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 9.53% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Omnicom Group Inc.

Meeting Date: 05/22/2018

Country: USA

Primary Security ID: 681919106

Record Date: 04/02/2018

Meeting Type: Annual

Primary CUSIP: 681919106

Shares Voted: 122

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John D. Wren	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Omnicom Group Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Alan R. Batkin	For
1.3	Elect Director Mary C. Choksi	For
1.4	Elect Director Robert Charles Clark	For
1.5	Elect Director Leonard S. Coleman, Jr.	For
1.6	Elect Director Susan S. Denison	For
1.7	Elect Director Ronnie S. Hawkins	For
1.8	Elect Director Deborah J. Kissire	For
1.9	Elect Director Gracia C. Martore	For
1.10	Elect Director Linda Johnson Rice	For
1.11	Elect Director Valerie M. Williams	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>	
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	

### ONEOK, Inc.

Meeting Date: 05/23/2018

Country: USA

Primary Security ID: 682680103

Record Date: 03/26/2018

Meeting Type: Annual

Primary CUSIP: 682680103

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## ONEOK, Inc.

Shares Voted: 217

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Brian L. Derksen	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 Julie H. Edwards	For
1.3	Elect Director John W. Gibson	For
1.4	Elect Director Randall J. Larson	For
1.5	Elect Director Steven J. Malcolm	For
1.6	Elect Director Jim W. Mogg	For
1.7	Elect Director Pattye L. Moore	For
1.8	Elect Director Gary D. Parker	For
1.9	Elect Director Eduardo A. Rodriguez	For
1.10	Elect Director Terry K. Spencer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	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. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	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>	

## Oracle Corp.

Meeting Date: 11/14/2018

Country: USA

Primary Security ID: 68389X105

Record Date: 09/17/2018

Meeting Type: Annual

Primary CUSIP: 68389X105

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Oracle Corp.

Shares Voted: 1,900

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jeffrey S. Berg  <i>Voter Rationale: The Company's Chairman and Chief Technology Officer, Lawrence Ellison, pledged 305 million shares of the Company's common stock as security valued at \$14.2 billion, which represents 7.63% of the Company's outstanding shares and 29.9% of the Director's total. Pledging of company stock at any amount as collateral for a loan is not a responsible use of equity and may have a detrimental impact on shareholders if the officer or director is forced to sell company stock, for example to meet a margin call. The forced sale of a significant amount of company stock could potentially have a negative impact on the company's stock price, and may also violate company insider trading policies. In addition, pledging of shares may be utilized as part of hedging or monetization strategies that would potentially immunize an executive against economic exposure to the company's stock, even while maintaining voting rights. This is especially concerning in this case, given the magnitude of the pledged shares, as any forced sale of such shares could have a significant impact on the company's stock price. That is not in the best interests of shareholders. Therefore, a vote is cast against all nominees to the board, with the exception of the new nominees.</i>	Withhold
1.2	Elect Director Michael J. Boskin	Withhold
1.3	Elect Director Safra A. Catz	Withhold
1.4	Elect Director Bruce R. Chizen	Withhold
1.5	Elect Director George H. Conrades	Withhold
1.6	Elect Director Lawrence J. Ellison	Withhold
1.7	Elect Director Hector Garcia-Molina	Withhold
1.8	Elect Director Jeffrey O. Henley	Withhold
1.9	Elect Director Mark V. Hurd	Withhold
1.10	Elect Director Renee J. James	Withhold
1.11	Elect Director Charles W. Moorman, IV	For
1.12	Elect Director Leon E. Panetta	Withhold
1.13	Elect Director William G. Parrett	For
1.14	Elect Director Naomi O. Seligman	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	Ratify Ernst & Young LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Oracle Corp.

Proposal Number	Proposal Text	Vote Instruction
4	Report on Gender Pay Gap <i>Voter Rationale: This shareholder proposal asks the board to provide a report to reduce the gender pay gap at the company. It appears the company has initiatives to create a more gender balanced organization and is committed to compensating its employees fairly regardless of gender. The report requested by the proponent would help validate that claim, a vote is cast in favor.</i>	For
5	Report on Political Contributions <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	For
6	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
7	Require 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

### O'Reilly Automotive, Inc.

**Meeting Date:** 05/08/2018      **Country:** USA      **Primary Security ID:** 67103H107  
**Record Date:** 02/28/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 67103H107

**Shares Voted:** 51

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director David O'Reilly <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a 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 Larry O'Reilly	Against
1c	Elect Director Rosalie O'Reilly Wooten	Against
1d	Elect Director Greg Henslee	Against
1e	Elect Director Jay D. Burchfield	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### O'Reilly Automotive, Inc.

Proposal Number	Proposal Text	Vote Instruction
1f	Elect Director Thomas T. Hendrickson	For
1g	Elect Director John R. Murphy	For
1h	Elect Director Dana M. Perlman	For
1i	Elect Director Ronald Rashkow	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>		

### PACCAR Inc

Meeting Date: 05/01/2018

Country: USA

Primary Security ID: 693718108

Record Date: 03/07/2018

Meeting Type: Annual

Primary CUSIP: 693718108

Shares Voted: 185

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Beth E. Ford	Against
<i>Voter Rationale: The board has failed to implement a shareholder proposal that received a majority vote the prior year. As representatives of the shareholders, directors should implement those proposals that receive a majority vote. Because of their failure to do so, a vote is cast to withhold authority for all nominees to the board.</i>		
1.2	Elect Director Kirk S. Hachigian	Against
1.3	Elect Director Roderick C. McGeary	Against
1.4	Elect Director Mark A. Schulz	Against
1.5	Elect Director Mark C. Pigott	Against
1.6	Elect Director Charles R. Williamson	Against
1.7	Elect Director Ronald E. Armstrong	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## PACCAR Inc

Proposal Number	Proposal Text	Vote Instruction
2	Eliminate Supermajority Vote Requirement to Remove Directors <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
3	Reduce Ownership Threshold for Shareholders to Call Special Meeting <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For

## Packaging Corporation of America

<b>Meeting Date:</b> 05/15/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 695156109
<b>Record Date:</b> 03/19/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 695156109		
<b>Shares Voted:</b> 50		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Cheryl K. Beebe <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Duane C. Farrington	For
1.3	Elect Director Hasan Jameel	For
1.4	Elect Director Mark W. Kowlzan	For
1.5	Elect Director Robert C. Lyons	For
1.6	Elect Director Thomas P. Maurer	For
1.7	Elect Director Samuel M. Menco	For
1.8	Elect Director Roger B. Porter	For
1.9	Elect Director Thomas S. Souleles	For
1.10	Elect Director Paul T. Stecko	For
1.11	Elect Director James D. Woodrum	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Packaging Corporation of America

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

## Parker-Hannifin Corp.

**Meeting Date:** 10/24/2018      **Country:** USA      **Primary Security ID:** 701094104  
**Record Date:** 08/31/2018      **Meeting Type:** Annual

**Primary CUSIP:** 701094104

**Shares Voted:** 85

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Lee C. Banks	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Robert G. Bohn	For
1.3	Elect Director Linda S. Harty	For
1.4	Elect Director Kevin A. Lobo	For
1.5	Elect Director Candy M. Obourn	For
1.6	Elect Director Joseph Scaminace	For
1.7	Elect Director Ake Svensson	For
1.8	Elect Director James R. Verrier	For
1.9	Elect Director James L. Wainscott	For
1.10	Elect Director Thomas L. Williams	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Parker-Hannifin Corp.

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	Provide Proxy Access Right  <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For
5	Amend Code of Regulations  <i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>	For

### Paychex, Inc.

**Meeting Date:** 10/11/2018      **Country:** USA      **Primary Security ID:** 704326107  
**Record Date:** 08/13/2018      **Meeting Type:** Annual

**Primary CUSIP:** 704326107

**Shares Voted:** 170

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director B. Thomas Golisano  <i>Voter Rationale: The Company's Chairman of the Board, B. Thomas Golisano pledged 7.8 million shares of the Company's common stock as security valued at \$508.3 million, which represents 2.2% of the Company's outstanding shares and 20.4% of the Director's total. Pledging of company stock at any amount as collateral for a loan is not a responsible use of equity and may have a detrimental impact on shareholders if the officer or director is forced to sell company stock, for example to meet a margin call. The forced sale of a significant amount of company stock could potentially have a negative impact on the company's stock price, and may also violate company insider trading policies. In addition, pledging of shares may be utilized as part of hedging or monetization strategies that would potentially immunize an executive against economic exposure to the company's stock, even while maintaining voting rights. This is especially concerning in this case, given the magnitude of the pledged shares, as any forced sale of such shares could have a significant impact on the company's stock price. That is not in the best interests of shareholders. Therefore, a vote is cast against all nominees, with the exception of those nominees who are new to the board.</i>	Against
1b	Elect Director Thomas F. Bonadio	Against
1c	Elect Director Joseph G. Doody	Against
1d	Elect Director David J.S. Flaschen	Against
1e	Elect Director Pamela A. Joseph	For
1f	Elect Director Martin Mucci	Against
1g	Elect Director Joseph M. Tucci	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Paychex, Inc.

Proposal Number	Proposal Text	Vote Instruction
1h	Elect Director Joseph M. Velli	Against
1i	Elect Director Kara Wilson	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

### PayPal Holdings, Inc.

<b>Meeting Date:</b> 05/23/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 70450Y103
<b>Record Date:</b> 04/03/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 70450Y103		
<b>Shares Voted:</b> 595		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Rodney C. Adkins	Against
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>		
1b	Elect Director Wences Casares	For
1c	Elect Director Jonathan Christodoro	For
1d	Elect Director John J. Donahoe	For
1e	Elect Director David W. Dorman	For
1f	Elect Director Belinda J. Johnson	For
1g	Elect Director Gail J. McGovern	For
1h	Elect Director David M. Moffett	For
1i	Elect Director Ann M. Sarnoff	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## PayPal Holdings, Inc.

Proposal Number	Proposal Text	Vote Instruction
1j	Elect Director Daniel H. Schulman	For
1k	Elect Director Frank D. Yeary	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Amend 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 14.69% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
4	Amend Qualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	
5	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>	
6	Amend Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	
7	Report on Political Contributions	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## PayPal Holdings, Inc.

Proposal Number	Proposal Text	Vote Instruction
8	Amend Board Governance Documents to Define Human Rights Responsibilities	For
<i>Voter Rationale: This shareholder proposal recommends that the Company amend its committee charters, bylaws or articles of incorporation to include its policies and responsibilities on human rights. The proponent, John C. Harrington states that while the Company supports LGBT, the Company has been attacked for operating in countries that disagree with homosexual behavior. The proponent is not confident that the Company's non-binding policies offer global human rights protection. The proponent's argues that the Board should carry out its fiduciary responsibilities and include human rights in executive decision making. Finally, the proponent notes that the Company should protect itself from reputational and financial risks. The Board disputes the proponent's approach to tackle human rights, stating that it would serve no benefit to the Company's shareholders. The Board maintains its commitment to social responsibility and human rights. The Board notes that the monitoring and oversight of human rights is already done through its Audit, Risk and Compliance Committee. The Board also notes that for the past three years, it has earned 100 percent on the Human Rights Campaign's Corporate Equality Index. Given the Company's exposure to reputational and financial risks, an amendment to the Company's documents which would include the Company's policies and practices on human rights protection would be practical and in the best interest of shareholders. A vote is cast for this proposal.</i>		

## Pentair plc

<b>Meeting Date:</b> 05/08/2018	<b>Country:</b> Ireland	<b>Primary Security ID:</b> G7S00T104
<b>Record Date:</b> 03/05/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 709631105		
<b>Shares Voted:</b> 87		

Proposal Number	Proposal Text	Vote Instruction
1a	If the Separation (as defined in the proxy statement) has occurred: Elect Director Glynis A. Bryan	Against
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1b	Elect Director Jacques Esculier	Against
1c	Elect Director T. Michael Glenn	Against
1d	Elect Director Theodore L. Harris	For
1e	Elect Director David A. Jones	For
1f	Elect Director Matthew H. Peltz	For
1g	Elect Director Michael T. Speetzen	For
1h	Elect Director John L. Stauch	Against
1i	Elect Director Billie Ida Williamson	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Pentair plc

Proposal Number	Proposal Text	Vote Instruction
	If the Separation (as defined in the proxy statement) has not occurred:	
2a	Elect Director Glynis A. Bryan	Against
2b	Elect Director Jerry W. Burris	For
2c	Elect Director Jacques Esculier	Against
2d	Elect Director Edward P. Garden	For
2e	Elect Director T. Michael Glenn	Against
2f	Elect Director David H.Y. Ho	For
2g	Elect Director Randall J. Hogan	Against
2h	Elect Director David A. Jones	Against
2i	Elect Director Ronald L. Merriman	For
2j	Elect Director William T. Monahan	For
2k	Elect Director Billie Ida Williamson	For
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	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
5	Determine Price Range for Reissuance of Treasury Shares	For
	<i>Voter Rationale: This proposal seeks approval to define the price range for treasury shares to be reissued off market. The terms of the reissuance is reasonable. A vote is cast in favor.</i>	
6	Change Range for Size of the Board	Against
	<i>Voter Rationale: This proposal seeks to change the size of the board. The change could result in the board not having a two-thirds majority of outsiders, which is not in the best interests of shareholders. A vote is cast against the proposal.</i>	
7	Other Business	Against
	<i>Voter Rationale: This proposal requests permission to act upon such other business as may properly come before the meeting. Such a blank check delegation of voting rights is not in the best interests of shareholders. A vote is cast against.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## People's United Financial, Inc.

**Meeting Date:** 04/19/2018

**Country:** USA

**Primary Security ID:** 712704105

**Record Date:** 02/23/2018

**Meeting Type:** Annual

**Primary CUSIP:** 712704105

**Shares Voted:** 209

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John P. Barnes <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Collin P. Baron	For
1c	Elect Director Kevin T. Bottomley	For
1d	Elect Director George P. Carter	For
1e	Elect Director Jane Chwick	For
1f	Elect Director William F. Cruger, Jr.	For
1g	Elect Director John K. Dwight	For
1h	Elect Director Jerry Franklin	For
1i	Elect Director Janet M. Hansen	For
1j	Elect Director Nancy McAllister	For
1k	Elect Director Mark W. Richards	For
1l	Elect Director Kirk W. Walters	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## PepsiCo, Inc.

**Meeting Date:** 05/02/2018

**Country:** USA

**Primary Security ID:** 713448108

**Record Date:** 03/01/2018

**Meeting Type:** Annual

**Primary CUSIP:** 713448108

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## PepsiCo, Inc.

Shares Voted: 859

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Shona L. Brown	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director George W. Buckley	For
1c	Elect Director Cesar Conde	For
1d	Elect Director Ian M. Cook	For
1e	Elect Director Dina Dublon	For
1f	Elect Director Richard W. Fisher	For
1g	Elect Director William R. Johnson	For
1h	Elect Director Indra K. Nooyi	For
1i	Elect Director David C. Page	For
1j	Elect Director Robert C. Pohlrad	For
1k	Elect Director Daniel Vasella	For
1l	Elect Director Darren Walker	For
1m	Elect Director Alberto Weisser	For
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## PerkinElmer, Inc.

**Meeting Date:** 04/24/2018

**Country:** USA

**Primary Security ID:** 714046109

**Record Date:** 02/26/2018

**Meeting Type:** Annual

**Primary CUSIP:** 714046109

**Shares Voted:** 67

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). 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 Samuel R. Chapin	For
1c	Elect Director Robert F. Friel	For
1d	Elect Director Sylvie Gregoire	For
1e	Elect Director Nicholas A. Lopardo	For
1f	Elect Director Alexis P. Michas	For
1g	Elect Director Patrick J. Sullivan	For
1h	Elect Director Frank Witney	For
1i	Elect Director Pascale Witz	Against
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

## Perrigo Company plc

**Meeting Date:** 05/04/2018

**Country:** Ireland

**Primary Security ID:** G97822103

**Record Date:** 03/06/2018

**Meeting Type:** Annual

**Primary CUSIP:** 714290103

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Perrigo Company plc

Shares Voted: 69

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Bradley A. Alford	Against
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. However, the Company has underperformed its peer group for the past five years. Given that performance, a vote is cast in favor of new nominees and against existing directors who are nominees to the Board.</i>	
1.2	Elect Director Laurie Brlas	Against
1.3	Elect Director Rolf A. Classon	Against
1.4	Elect Director Gary M. Cohen	Against
1.5	Elect Director Adriana Karaboutis	Against
1.6	Elect Director Jeffrey B. Kindler	Against
1.7	Elect Director Donal O'Connor	Against
1.8	Elect Director Geoffrey M. Parker	Against
1.9	Elect Director Uwe F. Roehrhoff	For
1.10	Elect Director Theodore R. Samuels	Against
1.11	Elect Director Jeffrey C. Smith	Against
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
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	Authorise Issue of Equity with Pre-emptive Rights	For
	<i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved are not excessive. A vote is cast in favor.</i>	
5	Authorise Issue of Equity without Pre-emptive Rights	For
	<i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Pfizer Inc.

**Meeting Date:** 04/26/2018

**Country:** USA

**Primary Security ID:** 717081103

**Record Date:** 02/27/2018

**Meeting Type:** Annual

**Primary CUSIP:** 717081103

**Shares Voted:** 3,602

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Dennis A. Ausiello	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Ronald E. Blaylock	For
1.3	Elect Director Albert Bourla	For
1.4	Elect Director W. Don Cornwell	For
1.5	Elect Director Joseph J. Echevarria	For
1.6	Elect Director Helen H. Hobbs	For
1.7	Elect Director James M. Kilts	For
1.8	Elect Director Dan R. Littman	For
1.9	Elect Director Shantanu Narayen	For
1.10	Elect Director Suzanne Nora Johnson	For
1.11	Elect Director Ian C. Read	For
1.12	Elect Director James C. Smith	For
2	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
4	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is amended by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. Thus, a vote is cast against the amendment.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Pfizer Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For
6	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
7	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For

### PG&E Corporation

Meeting Date: 05/22/2018

Country: USA

Primary Security ID: 69331C108

Record Date: 03/23/2018

Meeting Type: Annual

Primary CUSIP: 69331C108

Shares Voted: 272

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Lewis Chew <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Fred J. Fowler	For
1.3	Elect Director Richard C. Kelly	For
1.4	Elect Director Roger H. Kimmel	For
1.5	Elect Director Richard A. Meserve	For
1.6	Elect Director Forrest E. Miller	For
1.7	Elect Director Eric D. Mullins	For
1.8	Elect Director Rosendo G. Parra	For
1.9	Elect Director Barbara L. Rambo	For
1.10	Elect Director Anne Shen Smith	For
1.11	Elect Director Geisha J. Williams	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## PG&E Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Cease Charitable Contributions  <i>Voter Rationale: This shareholder proposal requests that the Company cease its charitable contributions. The proponent Thomas Strobbhar contends that over \$20 million in charitable gifts have been given by the Company and are afforded by the customer's utility bill. The proponent states that the Company's charities are chosen without regard to the customers' opinion. The proponent also believes that the Company should consider using some of the funds to lower consumers' utility bills. The Board argues that the charitable giving program is funded by shareholder dollars, not customer utility bill dollars. Given this, the Board believes that it would not be in the best interest of shareholders to have consumers decide on the distribution of the charity fund dollars. The Board points out the various benefits of the program which include partnership building, community support with civic leaders, and diversity and inclusion programs. The Board also points out that it has existing signed contractual obligations for future contributions. Companies contributing to charitable causes bring about a gesture of goodwill to the community. A vote is cast against this proposal.</i>	Against
5	Amend Proxy Access Right  <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For

## Philip Morris International Inc.

Meeting Date: 05/09/2018

Country: USA

Primary Security ID: 718172109

Record Date: 03/16/2018

Meeting Type: Annual

Primary CUSIP: 718172109

Shares Voted: 817

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Harold Brown  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are 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 Andre Calantzopoulos	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Philip Morris International Inc.

Proposal Number	Proposal Text	Vote Instruction
1.3	Elect Director Louis C. Camilleri	For
1.4	Elect Director Massimo Ferragamo	For
1.5	Elect Director Werner Geissler	For
1.6	Elect Director Lisa A. Hook	For
1.7	Elect Director Jennifer Li	For
1.8	Elect Director Jun Makihara	For
1.9	Elect Director Sergio Marchionne	Against
1.10	Elect Director Kalpana Morparia	For
1.11	Elect Director Lucio A. Noto	For
1.12	Elect Director Frederik Paulsen	For
1.13	Elect Director Robert B. Polet	For
1.14	Elect Director Stephen M. Wolf	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify PricewaterhouseCoopers SA as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

### Phillips 66

Meeting Date: 05/09/2018

Country: USA

Primary Security ID: 718546104

Record Date: 03/12/2018

Meeting Type: Annual

Primary CUSIP: 718546104

Shares Voted: 221

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director J. Brian Ferguson	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 in favor of all nominees.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Phillips 66

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Harold W. McGraw, III	For
1c	Elect Director Victoria J. Tschinkel	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Declassify the Board of Directors	For
	<i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	

## Pinnacle West Capital Corporation

<b>Meeting Date:</b> 05/16/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 723484101
<b>Record Date:</b> 03/09/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 723484101		

Shares Voted: 59

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Donald E. Brandt	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Denis A. Cortese	For
1.3	Elect Director Richard P. Fox	For
1.4	Elect Director Michael L. Gallagher	For
1.5	Elect Director Dale E. Klein	For
1.6	Elect Director Humberto S. Lopez	For
1.7	Elect Director Kathryn L. Munro	For
1.8	Elect Director Bruce J. Nordstrom	For
1.9	Elect Director Paula J. Sims	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Pinnacle West Capital Corporation

Proposal Number	Proposal Text	Vote Instruction
1.10	Elect Director David P. Wagener	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

### Pioneer Natural Resources Company

**Meeting Date:** 05/17/2018      **Country:** USA      **Primary Security ID:** 723787107  
**Record Date:** 03/22/2018      **Meeting Type:** Annual

**Primary CUSIP:** 723787107

**Shares Voted:** 90

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Edison C. Buchanan	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 Andrew F. Cates	For
1.3	Elect Director Timothy L. Dove	For
1.4	Elect Director Phillip A. Gobe	For
1.5	Elect Director Larry R. Grillot	For
1.6	Elect Director Stacy P. Methvin	For
1.7	Elect Director Royce W. Mitchell	For
1.8	Elect Director Frank A. Risch	For
1.9	Elect Director Scott D. Sheffield	For
1.10	Elect Director Mona K. Sutphen	For
1.11	Elect Director J. Kenneth Thompson	For
1.12	Elect Director Phoebe A. Wood	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Pioneer Natural Resources Company

Proposal Number	Proposal Text	Vote Instruction
1.13	Elect Director Michael D. Wortley	For
2	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	

## PPG Industries, Inc.

**Meeting Date:** 04/19/2018      **Country:** USA      **Primary Security ID:** 693506107  
**Record Date:** 02/16/2018      **Meeting Type:** Annual

**Primary CUSIP:** 693506107

**Shares Voted:** 154

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Victoria F. Haynes	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	
1.2	Elect Director Michael W. Lamach	Against
1.3	Elect Director Martin H. Richenhagen	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	Declassify the Board of Directors	For
	<i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### PPG Industries, Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	Against
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against the appointment of auditors.</i>		

### PPL Corporation

Meeting Date: 05/16/2018      Country: USA      Primary Security ID: 69351T106  
Record Date: 02/28/2018      Meeting Type: Annual

Primary CUSIP: 69351T106

Shares Voted: 413

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Rodney C. Adkins	Against
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for all other nominees because there is a two-thirds majority of independent outsiders on the board.</i>		
1.2	Elect Director John W. Conway	For
1.3	Elect Director Steven G. Elliott	For
1.4	Elect Director Raja Rajamannar	For
1.5	Elect Director Craig A. Rogerson	For
1.6	Elect Director William H. Spence	For
1.7	Elect Director Natica von Althann	For
1.8	Elect Director Keith H. Williamson	For
1.9	Elect Director Phoebe A. Wood	For
1.10	Elect Director Armando Zagalo de Lima	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## PPL Corporation

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

## Principal Financial Group, Inc.

**Meeting Date:** 05/22/2018      **Country:** USA      **Primary Security ID:** 74251V102  
**Record Date:** 03/28/2018      **Meeting Type:** Annual

**Primary CUSIP:** 74251V102

**Shares Voted:** 142

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

## Procter & Gamble Co.

**Meeting Date:** 10/09/2018      **Country:** USA      **Primary Security ID:** 742718109  
**Record Date:** 08/10/2018      **Meeting Type:** Annual

**Primary CUSIP:** 742718109

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Procter & Gamble Co.

Shares Voted: 1,333

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Francis S. Blake	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 Angela F. Braly	For
1c	Elect Director Amy L. Chang	For
1d	Elect Director Kenneth I. Chenault	For
1e	Elect Director Scott D. Cook	For
1f	Elect Director Joseph Jimenez	For
1g	Elect Director Terry J. Lundgren	For
1h	Elect Director W. James McNerney, Jr.	For
1i	Elect Director Nelson Peltz	For
1j	Elect Director David S. Taylor	For
1k	Elect Director Margaret C. Whitman	For
1l	Elect Director Patricia A. Woertz	For
1m	Elect Director Ernesto Zedillo	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>	

## Prologis, Inc.

Meeting Date: 05/02/2018

Country: USA

Primary Security ID: 74340W103

Record Date: 03/06/2018

Meeting Type: Annual

Primary CUSIP: 74340W103

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Prologis, Inc.

Shares Voted: 280

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Hamid R. Moghadam	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Cristina G. Bitá	For
1c	Elect Director George L. Fotiades	For
1d	Elect Director Lydia H. Kennard	For
1e	Elect Director J. Michael Losh	For
1f	Elect Director Irving F. Lyons, III	For
1g	Elect Director David P. O'Connor	For
1h	Elect Director Olivier Piani	For
1i	Elect Director Jeffrey L. Skelton	For
1j	Elect Director Carl B. Webb	For
1k	Elect Director William D. Zollars	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	

## Prudential Financial, Inc.

Meeting Date: 05/08/2018

Country: USA

Primary Security ID: 744320102

Record Date: 03/09/2018

Meeting Type: Annual

Primary CUSIP: 744320102

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Prudential Financial, Inc.

Shares Voted: 223

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Thomas J. Baltimore, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Gilbert F. Casellas	For
1.3	Elect Director Mark B. Grier	For
1.4	Elect Director Martina Hund-Mejean	For
1.5	Elect Director Karl J. Krapek	For
1.6	Elect Director Peter R. Lighte	For
1.7	Elect Director George Paz	For
1.8	Elect Director Sandra Pianalto	For
1.9	Elect Director Christine A. Poon	For
1.10	Elect Director Douglas A. Scovanner	For
1.11	Elect Director John R. Strangfeld	For
1.12	Elect Director Michael A. Todman	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Public Service Enterprise Group Incorporated

**Meeting Date:** 04/17/2018

**Country:** USA

**Primary Security ID:** 744573106

**Record Date:** 02/16/2018

**Meeting Type:** Annual

**Primary CUSIP:** 744573106

**Shares Voted:** 306

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Willie A. Deese <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director William V. Hickey	For
1.3	Elect Director Ralph Izzo	For
1.4	Elect Director Shirley Ann Jackson	For
1.5	Elect Director David Lilley	For
1.6	Elect Director Barry H. Ostrowsky	For
1.7	Elect Director Thomas A. Renyi	For
1.8	Elect Director Hak Cheol (H.C.) Shin	For
1.9	Elect Director Richard J. Swift	For
1.10	Elect Director Susan Tomasky	For
1.11	Elect Director Alfred W. Zollar	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is 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

## Public Storage

**Meeting Date:** 04/25/2018

**Country:** USA

**Primary Security ID:** 74460D109

**Record Date:** 03/01/2018

**Meeting Type:** Annual

**Primary CUSIP:** 74460D109

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Public Storage

Shares Voted: 90

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Ronald L. Havner, Jr.  <i>Voter Rationale: The Company's CEO and chairman (Ronald L. Havner, Jr.) and directors (B. Wayne Hughes, Jr., Tamara Gustavson, and Uri Harkham) have pledged 1.2 million shares of the Company's common stock as security valued at \$258.2 million, which represents nearly 0.71% of the Company's outstanding shares. Pledging of Company stock at any amount as collateral for a loan is not a responsible use of equity and may have a detrimental impact on shareholders if the officer or director is forced to sell Company stock, for example to meet a margin call. The forced sale of a significant amount of Company stock could potentially have a negative impact on the Company's stock price, and may also violate Company insider trading policies. In addition, pledging of shares may be utilized as part of hedging or monetization strategies that would potentially immunize an executive against economic exposure to the Company's stock, even while maintaining voting rights. This is especially concerning in this case, given the magnitude of the pledged shares, as any forced sale of such shares could have a significant impact on the Company's stock price. That is not in the best interest of shareholders. Therefore, a vote is cast against all nominees to the Board.</i>	Against
1.2	Elect Director Tamara Hughes Gustavson	Against
1.3	Elect Director Uri P. Harkham	Against
1.4	Elect Director Leslie S. Heisz	Against
1.5	Elect Director B. Wayne Hughes, Jr.	Against
1.6	Elect Director Avedick B. Poladian	Against
1.7	Elect Director Gary E. Pruitt	Against
1.8	Elect Director Ronald P. Spogli	Against
1.9	Elect Director Daniel C. Staton	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Amend Bylaws  <i>Voter Rationale: This proposal makes various good housekeeping amendments to the Company's articles. A vote is cast in favor.</i>	For
4	Ratify Ernst & Young LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## PulteGroup, Inc.

**Meeting Date:** 05/10/2018

**Country:** USA

**Primary Security ID:** 745867101

**Record Date:** 03/16/2018

**Meeting Type:** Annual

**Primary CUSIP:** 745867101

**Shares Voted:** 142

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Brian P. 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 Bryce Blair	For
1.3	Elect Director Richard W. Dreiling	For
1.4	Elect Director Thomas J. Folliard	For
1.5	Elect Director Cheryl W. Grise	For
1.6	Elect Director Andre J. Hawaux	For
1.7	Elect Director Ryan R. Marshall	For
1.8	Elect Director John R. Peshkin	For
1.9	Elect Director Scott F. Powers	For
1.10	Elect Director William J. Pulte	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

## PVH CORP.

**Meeting Date:** 06/21/2018

**Country:** USA

**Primary Security ID:** 693656100

**Record Date:** 04/24/2018

**Meeting Type:** Annual

**Primary CUSIP:** 693656100

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## PVH CORP.

Shares Voted: 41

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Mary Baglivo	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Brent Callinicos	For
1c	Elect Director Emanuel Chirico	For
1d	Elect Director Juan R. Figuereo	For
1e	Elect Director Joseph B. Fuller	For
1f	Elect Director V. James Marino	For
1g	Elect Director G. Penny McIntyre	For
1h	Elect Director Amy McPherson	For
1i	Elect Director Henry Nasella	For
1j	Elect Director Edward R. Rosenfeld	For
1k	Elect Director Craig Rydin	For
1l	Elect Director Judith Amanda Sourry Knox	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

## Qorvo, Inc.

Meeting Date: 08/07/2018

Country: USA

Primary Security ID: 74736K101

Record Date: 06/14/2018

Meeting Type: Annual

Primary CUSIP: 74736K101

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Qorvo, Inc.

Shares Voted: 67

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Ralph G. Quinsey	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Robert A. Bruggeworth	For
1.3	Elect Director Daniel A. DiLeo	For
1.4	Elect Director Jeffery R. Gardner	For
1.5	Elect Director Charles Scott Gibson	For
1.6	Elect Director John R. Harding	For
1.7	Elect Director David H. Y. Ho	For
1.8	Elect Director Roderick D. Nelson	For
1.9	Elect Director Walden C. Rhines	For
1.10	Elect Director Susan L. Spradley	For
1.11	Elect Director Walter H. Wilkinson, Jr.	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify 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>	

### QUALCOMM Incorporated

Meeting Date: 03/23/2018

Country: USA

Primary Security ID: 747525103

Record Date: 01/08/2018

Meeting Type: Proxy Contest

Primary CUSIP: 747525103

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

# QUALCOMM Incorporated

Shares Voted: 891

Proposal Number	Proposal Text	Vote Instruction
	Management Proxy (White Proxy Card)	
1.1	Elect Director Barbara T. Alexander	For
	<i>Voter Rationale: The election of eleven directors to the company's eleven member board is being contested by Broadcom Limited. The company develops and commercializes technology and products in mobile devices (mobile chipsets for smartphones and tablets. Broadcom designs and develops semiconductor technologies and is incorporated in Singapore. The company's five year total return to shareholders is -0.89% and that compares to the peer group return of 19.23%. Past performance has been negatively impacted by a softening in the market for smartphones/tablets (a low margin business). Another contributor to the company's poor performance, is the collection of royalty fees on its patents that allows phones to send and receive data. It makes a lot of money from that source and its most important customer Apple Inc. and others don't want to pay the fees anymore. In an attempt to diversify and replace licensing revenue, the company is transitioning to 5th generation wireless technology announced on 10-27-16 a tender offer (\$110.00 per share in cash) to purchase NXP Semiconductors NV (a Dutch chipset maker). In order for the deal to be completed, 70% of NXP's shares have to be tendered (offer expires 03-05-18) and as of 11-17-17 2.4% were tendered. With that acquisition, the company will be a leading innovator in several technology segments. On 11-06-17, Broadcom made an unsolicited offer to buy the company for \$70.00 (\$60.00 cash, \$10.00 in stock), the board rejected the bid saying it undervalued the company and the regulatory process will be lengthy. The merger would be the biggest tech deal ever struck. Another reason put forth by a business news commentator concerning Broadcom's interest in the company, is that the company is making advances and encroaching on Broadcom's leadership in several semiconductor technology areas that provides the company with an opportunity for considerable revenue growth. Due to the board's firm response that didn't encourage further engagement, Broadcom initiated its proxy contest on 12-04-17. Broadcom is running six nominees. They made a final and best offer on 02-05-18 for \$82.00 and that represented a 49.5% premium to the unaffected date 11-02-17. That offer was conditioned on the company not increasing its bid for NXP which, the company ignored and as a result it secured 28% of NXP's outstanding shares from several large investors. Broadcom responded by lowering its bid to \$79.00. A description of Broadcom's business is provided above however, it can be more accurately portrayed as an investment company that has grown in recent years (share price is up 500% in the last six years) through acquisitions followed by aggressive cost cutting and asset sales. It focuses on acquiring companies with a market leadership in net-working and communications and then applying operational efficiencies. Its playbook includes keeping R&amp;D at a minimum, limited to maintaining the company's market position and not investing in innovation. In contrast, at its core the company is an R&amp;D company with a heavy emphasis on research and a long term horizon. The company has been the leading innovator in cellular technology starting with 2G and continuing with the upcoming 5G. Its technology is the crown jewel of the American semiconductor industry and its continued leadership in wireless communication is important to market leadership and national defense. Despite the company's prolonged underperformance and the hefty premium that shareholders would receive from Broadcom's offer, the placement of the dissident's slate on the company's board is not in the best interest of shareholders. Based on Broadcom's style of running acquired companies and the company's model of continued research to drive innovation, a longer runway should be provided to execute its promising turnaround plan. A vote will be cast on the management agenda for all of its nominees.</i>	
1.2	Elect Director Jeffrey W. Henderson	For
1.3	Elect Director Thomas W. Horton	For
1.4	Elect Director Paul E. Jacobs	For
1.5	Elect Director Ann M. Livermore	For
1.6	Elect Director Harish Manwani	For
1.7	Elect Director Mark D. McLaughlin	For
1.8	Elect Director Steve Mollenkopf	For
1.9	Elect Director Clark T. "Sandy" Randt, Jr.	For
1.10	Elect Director Francisco Ros	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## QUALCOMM Incorporated

Proposal Number	Proposal Text	Vote Instruction
1.11	Elect Director Anthony J. Vinciguerra	For
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	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 to Remove Directors <i>Voter Rationale: This proposal eliminates a supermajority requirement to remove directors. If a majority of shareholders want to remove a director, they should be allowed to. A vote is cast in favor.</i>	For
6	Eliminate Supermajority Vote Requirement Relating to Amendments and Obsolete Provisions <i>Voter Rationale: This proposal eliminates a supermajority requirement to amend the company's charter. If a majority of shareholders want to amend the company's charter, they should be able to do so. A vote is cast in favor.</i>	For
7	Eliminate Supermajority Vote Requirement for Business Combinations with Interested Stockholders <i>Voter Rationale: This proposal eliminates a super-majority requirement to approve a business combination. If a majority of shareholders want a business combination, they should be allowed to have it. A vote is cast in favor.</i>	For
8	Repeal Amendments to the Company's Bylaws Adopted Without Stockholder Approval After July 15, 2016 <i>Voter Rationale: Broadcom has submitted a proposal to repeal any amendments to the bylaws adopted by the board without shareholder approval that change the bylaws from the version filed with the SEC on July 15, 2016 through the date of the annual meeting. This is a standard precaution taken by a dissident group in connection with a contested meeting. We do not support Broadcom's slate of candidates for the board therefore; a vote is cast against the proposal.</i>  Dissident Proxy (Blue Proxy Card)	Against
1.1	Elect Director Samih Elhage	Do Not Vote
1.2	Elect Director David G. Golden	Do Not Vote
1.3	Elect Director Veronica M. Hagen	Do Not Vote

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## QUALCOMM Incorporated

Proposal Number	Proposal Text	Vote Instruction
1.4	Elect Director Julie A. Hill	Do Not Vote
1.5	Elect Director John H. Kispert	Do Not Vote
1.6	Elect Director Harry L. You	Do Not Vote
2	Repeal Amendments to the Company's Bylaws Adopted Without Stockholder Approval After July 15, 2016	Do Not Vote
3	Ratify PricewaterhouseCoopers LLP as Auditors	Do Not Vote
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Do Not Vote
5	Amend Qualified Employee Stock Purchase Plan	Do Not Vote
6	Eliminate Supermajority Vote Requirement to Remove Directors	Do Not Vote
7	Eliminate Supermajority Vote Requirement Relating to Amendments and Obsolete Provisions	Do Not Vote
8	Eliminate Supermajority Vote Requirement for Business Combinations with Interested Stockholders	Do Not Vote

## Quanta Services, Inc.

**Meeting Date:** 05/24/2018

**Country:** USA

**Primary Security ID:** 74762E102

**Record Date:** 03/26/2018

**Meeting Type:** Annual

**Primary CUSIP:** 74762E102

**Shares Voted:** 81

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Quanta Services, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.5	Elect Director Bernard Fried	For
1.6	Elect Director Worthing F. Jackman	For
1.7	Elect Director David M. McClanahan	For
1.8	Elect Director Margaret B. Shannon	For
1.9	Elect Director Pat Wood, III	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
4	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. 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>		

## Quest Diagnostics Incorporated

<b>Meeting Date:</b> 05/15/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 74834L100
<b>Record Date:</b> 03/16/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 74834L100		

**Shares Voted:** 72

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Quest Diagnostics Incorporated

Proposal Number	Proposal Text	Vote Instruction
1.5	Elect Director Gary M. Pfeiffer	For
1.6	Elect Director Timothy M. Ring	For
1.7	Elect Director Stephen H. Rusckowski	For
1.8	Elect Director Daniel C. Stanzione	For
1.9	Elect Director Helen I. Torley	For
1.10	Elect Director Gail R. Wilensky	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 PricewaterhouseCoopers LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
4	Amend Right to Call Special Meeting	For
<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>		
5	Amend Bylaws -- Call Special Meetings	For
<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>		

## Quorum Health Corporation

**Meeting Date:** 06/08/2018

**Country:** USA

**Primary Security ID:** 74909E106

**Record Date:** 04/20/2018

**Meeting Type:** Annual

**Primary CUSIP:** 74909E106

**Shares Voted:** 461

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Quorum Health Corporation

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Thomas D. Miller *Withdrawn Resolution*	
1d	Elect Director Barbara R. Paul	For
1e	Elect Director Terry Allison Rappuhn	For
1f	Elect Director Alice D. Schroeder	For
1g	Elect Director R. Lawrence Van Horn	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Ratify Deloitte & Touche LLP as Auditors	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>		

## Qurate Retail, Inc.

<b>Meeting Date:</b> 05/23/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 74915M100
<b>Record Date:</b> 04/02/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 74915M100		
<b>Shares Voted:</b> 44		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Richard N. Barton	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees. A vote is cast for other outsider nominees and against insiders since there is not a two-thirds majority of independent outsiders on the board.</i>		
1.2	Elect Director Michael A. George	Withhold
1.3	Elect Director Gregory B. Maffei	Withhold
2	Ratify KPMG LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Qurate Retail, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Approve Reclassification of Common Stock <i>Voter Rationale: This proposal establishes a dual class stock with different voting and dividend rights. It is best for all shareholders to be treated equally. A vote is cast against.</i>	Against

## Ralph Lauren Corporation

**Meeting Date:** 08/02/2018      **Country:** USA      **Primary Security ID:** 751212101  
**Record Date:** 06/04/2018      **Meeting Type:** Annual

**Primary CUSIP:** 751212101

**Shares Voted:** 29

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

## Range Resources Corporation

**Meeting Date:** 05/16/2018      **Country:** USA      **Primary Security ID:** 75281A109  
**Record Date:** 03/23/2018      **Meeting Type:** Annual

**Primary CUSIP:** 75281A109

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Range Resources Corporation

Shares Voted: 119

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Brenda A. Cline	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 Anthony V. Dub	For
1c	Elect Director Allen Finkelson	For
1d	Elect Director James M. Funk	For
1e	Elect Director Christopher A. Helms	For
1f	Elect Director Robert A. Innamorati	For
1g	Elect Director Greg G. Maxwell	For
1h	Elect Director Kevin S. McCarthy	For
1i	Elect Director Steffen E. Palko	For
1j	Elect Director Jeffrey L. Ventura	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	Report on Political Contributions	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	
5	Report on Methane Emissions Management and Reduction Targets	For
	<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce 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>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Raymond James Financial, Inc.

**Meeting Date:** 02/22/2018

**Country:** USA

**Primary Security ID:** 754730109

**Record Date:** 12/18/2017

**Meeting Type:** Annual

**Primary CUSIP:** 754730109

**Shares Voted:** 77

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

## Raytheon Company

**Meeting Date:** 05/31/2018

**Country:** USA

**Primary Security ID:** 755111507

**Record Date:** 04/02/2018

**Meeting Type:** Annual

**Primary CUSIP:** 755111507

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Raytheon Company

Shares Voted: 152

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Tracy A. Atkinson	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Robert E. Beauchamp	For
1c	Elect Director Adriane M. Brown	For
1d	Elect Director Vernon E. Clark	For
1e	Elect Director Stephen J. Hadley	For
1f	Elect Director Thomas A. Kennedy	For
1g	Elect Director Letitia A. Long	For
1h	Elect Director George R. Oliver	For
1i	Elect Director Dinesh C. Paliwal	For
1j	Elect Director William R. Spivey	For
1k	Elect Director James A. Winnefeld, Jr.	For
1l	Elect Director Robert O. Work	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 PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	Amend Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Realty Income Corporation

**Meeting Date:** 05/18/2018

**Country:** USA

**Primary Security ID:** 756109104

**Record Date:** 03/08/2018

**Meeting Type:** Annual

**Primary CUSIP:** 756109104

**Shares Voted:** 148

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kathleen R. Allen <i>Voter Rationale: A vote is cast to withhold on all nominees except for those nominees who are new to the board because the board's actions diminished shareholder rights without shareholder approval.</i>	Against
1b	Elect Director John P. Case	Against
1c	Elect Director A. Larry Chapman	Against
1d	Elect Director Priya Cherian Huskins	Against
1e	Elect Director Michael D. McKee	Against
1f	Elect Director Gregory T. McLaughlin	Against
1g	Elect Director Ronald L. Merriman	Against
1h	Elect Director Stephen E. Sterrett	Against
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

## Red Hat, Inc.

**Meeting Date:** 08/09/2018

**Country:** USA

**Primary Security ID:** 756577102

**Record Date:** 06/15/2018

**Meeting Type:** Annual

**Primary CUSIP:** 756577102

**Shares Voted:** 93

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Sohaib Abbasi	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Red Hat, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director W. Steve Albrecht	For
1.3	Elect Director Charlene T. Begley	For
1.4	Elect Director Narendra K. Gupta	For
1.5	Elect Director Kimberly L. Hammonds	For
1.6	Elect Director William S. Kaiser	For
1.7	Elect Director James M. Whitehurst	For
1.8	Elect Director Alfred W. Zollar	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	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>	

### Regency Centers Corporation

Meeting Date: 04/26/2018

Country: USA

Primary Security ID: 758849103

Record Date: 03/09/2018

Meeting Type: Annual

Primary CUSIP: 758849103

Shares Voted: 78

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Regency Centers Corporation

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director C. Ronald Blankenship	For
1e	Elect Director Deirdre J. Evens	For
1f	Elect Director Mary Lou Fiala	For
1g	Elect Director Peter D. Linneman	For
1h	Elect Director David P. O'Connor	For
1i	Elect Director Lisa Palmer	For
1j	Elect Director John C. Schweitzer	For
1k	Elect Director Thomas G. Wattles	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

## Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/08/2018

Country: USA

Primary Security ID: 75886F107

Record Date: 04/12/2018

Meeting Type: Annual

Primary CUSIP: 75886F107

Shares Voted: 41

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Arthur F. Ryan	Against
<i>Voter Rationale: This Company chose not to put forward a proposal to allow shareholders to weigh in on the firm's executive pay. The Company has underperformed its peer group and overcompensated its executive officer. In lieu of a say-on-pay vote, a vote is cast against the board in response to poor compensation practices.</i>		
1.2	Elect Director George L. Sing	Against
1.3	Elect Director Marc Tessier-Lavigne	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Regeneron Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Vote Instruction
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>		

### Regions Financial Corporation

Meeting Date: 04/25/2018 Country: USA Primary Security ID: 7591EP100  
Record Date: 02/26/2018 Meeting Type: Annual

Primary CUSIP: 7591EP100

Shares Voted: 701

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Carolyn H. Byrd	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1b	Elect Director Don DeFosset	Against
1c	Elect Director Samuel A. Di Piazza, Jr.	Against
1d	Elect Director Eric C. Fast	For
1e	Elect Director O. B. Grayson Hall, Jr.	Against
1f	Elect Director John D. Johns	Against
1g	Elect Director Ruth Ann Marshall	For
1h	Elect Director Susan W. Matlock	For
1i	Elect Director John E. Maupin, Jr.	Against
1j	Elect Director Charles D. McCrary	Against
1k	Elect Director James T. Prokopanko	For
1l	Elect Director Lee J. Styslinger, III	Against
1m	Elect Director Jose S. Suquet	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Regions Financial Corporation

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

## Republic Services, Inc.

**Meeting Date:** 05/11/2018      **Country:** USA      **Primary Security ID:** 760759100  
**Record Date:** 03/14/2018      **Meeting Type:** Annual

**Primary CUSIP:** 760759100

**Shares Voted:** 120

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Manuel Kadre <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or 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 Tomago Collins	For
1c	Elect Director Thomas W. Handley	For
1d	Elect Director Jennifer M. Kirk	For
1e	Elect Director Michael Larson	Against
1f	Elect Director Kim S. Pegula	For
1g	Elect Director Ramon A. Rodriguez	For
1h	Elect Director Donald W. Slager	For
1i	Elect Director John M. Trani	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Republic Services, Inc.

Proposal Number	Proposal Text	Vote Instruction
1j	Elect Director Sandra M. Volpe	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	Amend Qualified Employee Stock Purchase Plan	For
<i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>		
5	Report on Political Contributions	For
<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>		

## ResMed, Inc.

**Meeting Date:** 11/15/2018

**Country:** USA

**Primary Security ID:** 761152107

**Record Date:** 09/17/2018

**Meeting Type:** Annual

**Primary CUSIP:** 761152107

**Shares Voted:** 91

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Peter Farrell	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 Harjit Gill	For
1c	Elect Director Ron Taylor	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## ResMed, 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	Amend Qualified Employee Stock Purchase Plan  <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted 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

## Rite Aid Corp.

Meeting Date: 10/30/2018

Country: USA

Primary Security ID: 767754104

Record Date: 09/10/2018

Meeting Type: Annual

Primary CUSIP: 767754104

Shares Voted: 725

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Joseph B. Anderson, Jr.  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Bruce G. Bodaken	For
1c	Elect Director Robert E. Knowling, Jr.	For
1d	Elect Director Kevin E. Lofton	For
1e	Elect Director Louis P. Miramontes	For
1f	Elect Director Arun Nayar	For
1g	Elect Director Michael N. Regan	For
1h	Elect Director John T. Standley	For
1i	Elect Director Marcy Syms	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Rite Aid Corp.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors  <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Require Independent Board Chairman  <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
5	Report on Sustainability  <i>Voter Rationale: This proposal requests the Board to prepare a "sustainability" (how companies interact with their workers and the communities where they operate, source and sell their products) report which will include a review of current Company policies and practices related to social, environmental and economic sustainability and a summary of long-term plans to integrate sustainability objectives throughout the Company's operations. The proponent states that good corporate citizenship goes beyond the traditional business functions of creating jobs and paying taxes, to include corporate practices designed to protect human rights, worker rights, and the environment, and a commitment to pay a sustainable living wage to its employees and workers of suppliers. Such a report would provide shareholders with useful information in evaluating Company's plans, policies, and practices. A vote is cast in favor.</i>	For
6	Report on Governance Measures Implemented Related to Opioids  <i>Voter Rationale: This shareholder proposal asks the board to provide a report that includes the following: governance measures implemented since 2012 to better oversee the company's risks (financial, reputational) related to the opioid crises information on where the placement of oversight responsibility resides – the board or board committees; revisions to senior executive compensation metrics or policies; and changes to the process of receiving shareholder input and polices related to political activities. The proponent, UAW Retiree Medical Benefits Trust, argues that the Company faces substantial financial and reputational risks and multiple lawsuits as a result of its opioid sales. Shareholders would benefit from detailed information about the initiatives the Board is taking to comply with the Drug Enforcement Administration and the oversight mechanisms used in effectively addressing opioid-related risks. A vote is cast for this proposal.</i>	For

### ROBERT HALF INTERNATIONAL INC.

Meeting Date: 05/23/2018

Country: USA

Primary Security ID: 770323103

Record Date: 03/29/2018

Meeting Type: Annual

Primary CUSIP: 770323103

Shares Voted: 66

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Harold M. Messmer, Jr.	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### ROBERT HALF INTERNATIONAL INC.

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

### Rockwell Automation, Inc.

<b>Meeting Date:</b> 02/06/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 773903109
<b>Record Date:</b> 12/11/2017	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 773903109		
<b>Shares Voted:</b> 77		

Proposal Number	Proposal Text	Vote Instruction
A1	Elect Director Betty C. Alewine	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>	
A2	Elect Director J. Phillip Holloman	For
A3	Elect Director Lawrence D. Kingsley	For
A4	Elect Director Lisa A. Payne	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Rockwell Automation, Inc.

Proposal Number	Proposal Text	Vote Instruction
B	Ratify Deloitte & Touche LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
C	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

### Rockwell Collins, Inc.

Meeting Date: 01/11/2018      Country: USA      Primary Security ID: 774341101  
Record Date: 12/08/2017      Meeting Type: Special

Primary CUSIP: 774341101

Shares Voted: 98

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement  <i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by United Technologies Corporation in a Cash and Stock -Floating Exchange Ratio transaction valued at \$22.9 billion, at announcement. The Company designs, produces, markets, and supports electronic communications, avionics, and in-flight entertainment systems. United Technologies Corporation provides technology products and support services. The Company products include aircraft engines, elevators and escalators, heating and air conditioning equipment, helicopters, aerospace systems, fuel cell systems, and fire safety equipment. The Board recommends shareholder approval because: a) the historical and current financial state of the Company's business; b) the ambiguity and risks in carrying out the Company's strategic plan and the growth in industry competition; c) the belief that this transaction will provide a superior value to Company shareholders than alternative offers; d) the balanced form of consideration, which provides certainty of value to Company shareholders; and e) the Company's due diligence evaluation of United Technologies Corporation. Per the terms of the transaction, each Company share will receive \$140.00 per share at announcement: \$93.33 in cash and \$46.67 in United Technologies Corporation shares, based on 20 trading day NYSE VWAP of United Technologies Corporation, ending with the trading day immediately prior to the closing date; exchange ratio of 0.37525 or 0.43613 United Technologies Corporation shares per Company share if VWAP of United Technologies Corporation is greater than or equal to \$124.37 or less than or equal to \$107.01, respectively which represents a premium of 7.2% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by J.P. Morgan and Citigroup that the terms are fair to the Company's shareholders. Market reaction to the announcement has been positive. A vote is cast for this proposal.</i>	For
2	Advisory Vote on Golden Parachutes  <i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: a total payment in excess of 2.99 times salary and bonus and for accelerated vesting of unvested equity awards in an amount that is excessive. Therefore, a vote is cast against.</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Rockwell Collins, Inc.

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

### Rockwell Collins, Inc.

**Meeting Date:** 02/01/2018      **Country:** USA      **Primary Security ID:** 774341101  
**Record Date:** 12/04/2017      **Meeting Type:** Annual

**Primary CUSIP:** 774341101

**Shares Voted:** 98

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

### Roper Technologies, Inc.

**Meeting Date:** 06/04/2018      **Country:** USA      **Primary Security ID:** 776696106  
**Record Date:** 04/13/2018      **Meeting Type:** Annual

**Primary CUSIP:** 776696106

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Roper Technologies, Inc.

Shares Voted: 54

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Shellye L. Archambeau <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Amy Woods Brinkley	For
1.3	Elect Director John F. Fort, III	For
1.4	Elect Director Brian D. Jellison	For
1.5	Elect Director Robert D. Johnson	For
1.6	Elect Director Robert E. Knowling, Jr.	For
1.7	Elect Director Wilbur J. Prezzano	For
1.8	Elect Director Laura G. Thatcher	For
1.9	Elect Director Richard F. Wallman	For
1.10	Elect Director Christopher Wright	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
4	Other Business <i>Voter Rationale: This proposal requests permission to act upon such other business as may properly come before the meeting. Such a blank check delegation of voting rights is not in the best interests of shareholders. A vote is cast against.</i>	Against

## Ross Stores, Inc.

Meeting Date: 05/23/2018

Country: USA

Primary Security ID: 778296103

Record Date: 03/27/2018

Meeting Type: Annual

Primary CUSIP: 778296103

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Ross Stores, Inc.

Shares Voted: 202

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael Balmuth  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a 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 K. Gunnar Bjorklund	For
1c	Elect Director Michael J. Bush	For
1d	Elect Director Norman A. Ferber	Against
1e	Elect Director Sharon D. Garrett	For
1f	Elect Director Stephen D. Milligan	For
1g	Elect Director George P. Orban	For
1h	Elect Director Michael O'Sullivan	Against
1i	Elect Director Lawrence S. Peiros	For
1j	Elect Director Gregory L. Quesnel	For
1k	Elect Director Barbara Rentler	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Ratify Deloitte & Touche LLP as Auditors  <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

## Royal Caribbean Cruises Ltd.

Meeting Date: 05/21/2018

Country: Liberia

Primary Security ID: V7780T103

Record Date: 04/18/2018

Meeting Type: Annual

Primary CUSIP: V7780T103

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Royal Caribbean Cruises Ltd.

Shares Voted: 90

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John F. Brock	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 Richard D. Fain	For
1c	Elect Director William L. Kimsey	For
1d	Elect Director Maritza G. Montiel	For
1e	Elect Director Ann S. Moore	For
1f	Elect Director Eyal M. Ofer	For
1g	Elect Director Thomas J. Pritzker	For
1h	Elect Director William K. Reilly	For
1i	Elect Director Bernt Reitan	For
1j	Elect Director Vagn O. Sorensen	For
1k	Elect Director Donald Thompson	For
1l	Elect Director Arne Alexander Wilhelmsen	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	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>	

## S&P Global Inc.

Meeting Date: 05/01/2018

Country: USA

Primary Security ID: 78409V104

Record Date: 03/12/2018

Meeting Type: Annual

Primary CUSIP: 78409V104

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## S&P Global Inc.

Shares Voted: 134

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Marco Alvera <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	Against
1.2	Elect Director William D. Green	For
1.3	Elect Director Charles E. Haldeman, Jr.	For
1.4	Elect Director Stephanie C. Hill	Against
1.5	Elect Director Rebecca Jacoby	For
1.6	Elect Director Monique F. Leroux	For
1.7	Elect Director Maria R. Morris	For
1.8	Elect Director Douglas L. Peterson	For
1.9	Elect Director Michael Rake	For
1.10	Elect Director Edward B. Rust, Jr.	For
1.11	Elect Director Kurt L. Schmoke	For
1.12	Elect Director Richard E. Thornburgh	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Ratify 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 excessive. Therefore, a vote is cast against the appointment of auditors.</i>	Against

## salesforce.com, inc.

Meeting Date: 06/12/2018

Country: USA

Primary Security ID: 79466L302

Record Date: 04/18/2018

Meeting Type: Annual

Primary CUSIP: 79466L302

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

salesforce.com, inc.

Shares Voted: 362

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Marc Benioff	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Keith Block	For
1c	Elect Director Craig Conway	For
1d	Elect Director Alan Hassenfeld	For
1e	Elect Director Neelie Kroes	For
1f	Elect Director Colin Powell	For
1g	Elect Director Sanford Robertson	For
1h	Elect Director John V. Roos	For
1i	Elect Director Bernard Tyson	For
1j	Elect Director Robin Washington	For
1k	Elect Director Maynard Webb	For
1l	Elect Director Susan Wojcicki	For
2	Amend Right to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	
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 15.97% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	
4	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
5	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: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## salesforce.com, inc.

Proposal Number	Proposal Text	Vote Instruction
6	Eliminate Supermajority Vote Requirement <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For
7	Adopt Guidelines for Country Selection <i>Voter Rationale: This shareholder proposal requests that the company conduct a review and report on its guidelines regarding its operations in high risk countries/regions. The company's membership in business groups and adherence to international best practices are in line with industry standards. Therefore, a vote is cast against the proposal.</i>	Against

## Santander Consumer USA Holdings Inc.

**Meeting Date:** 06/12/2018      **Country:** USA      **Primary Security ID:** 80283M101

**Record Date:** 04/16/2018      **Meeting Type:** Annual

**Primary CUSIP:** 80283M101

**Shares Voted:** 500

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Mahesh Aditya <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a 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. Some incumbent nominees failed to attend 75% of their meetings without a valid excuse. A vote is cast against the nominee with such poor attendance record. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees. Furthermore, a vote is cast against all incumbent nominees because of their failure to address the material weaknesses in the company's internal controls since 2015. This issue could pose serious risks to shareholders.</i>	Withhold
1.2	Elect Director Jose Doncel	Withhold
1.3	Elect Director Stephen A. Ferriss <i>Voter Rationale: It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees.</i>	Withhold
1.4	Elect Director Victor Hill	Withhold
1.5	Elect Director Edith E. Holiday	Withhold
1.6	Elect Director Javier Maldonado	Withhold
1.7	Elect Director Robert J. McCarthy	Withhold
1.8	Elect Director William F. Muir	Withhold
1.9	Elect Director Scott Powell	Withhold
1.10	Elect Director William Rainer	Withhold

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Santander Consumer USA Holdings Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
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	Report related to the Monitoring and Management of Certain Risks related to Vehicle Lending  <i>Voter Rationale: This shareholder proposal requests the Company report on its risk of racial discrimination in vehicle lending and any actions the Company has taken to stop racial discrimination against borrowers. The Company provides automotive loans. The proponent, AFL-CIO Reserve Fund points out that racial discrimination among African Americans and Latino borrowers is still a significant issue. The proponent notes that these race groups are given higher pricing options than their white counterparts. The proponent believes that this is a result of the Company being an indirect vehicle lender. The Board disputes the need for a report, stating that it currently provides information of its fair lending practices on its website. The Board points out that it is regulated by Equal Credit Opportunity Act (ECOA). In addition, the Board claims that its compliance with the ECOA is overseen by its Chief Risk Officer, Chief Compliance Officer, and the Board's Regulatory and Compliance Oversight Committee. The Board notes that although it has limited control over individual dealer compliance, it has taken steps to monitor the activities of the automotive dealers. A report which allows shareholders to examine the Company's risk of unfair lending practices and its efforts to prevent vehicle lending discrimination would be in the best interest of shareholders. A vote is cast for this proposal.</i>	For

### SBA Communications Corporation

**Meeting Date:** 05/17/2018      **Country:** USA      **Primary Security ID:** 78410G104  
**Record Date:** 03/16/2018      **Meeting Type:** Annual

**Primary CUSIP:** 78410G104

**Shares Voted:** 62

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Brian C. Carr	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## SBA Communications Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: The Company's Chairman of the Board (Steven Bernstein), Director (Duncan Cocroft), Executive Vice President, Chief Administrative Officer and General Counsel (Thomas Hunt), and President and CEO (Jeffrey Stoops) have pledged 0.996 million shares of the Company's common stock as security valued at \$162.7 million, which represents 0.86% of the Company's outstanding shares and 77.8% of the Chairman of the Board's shares; 94.3% of the Director's shares; 11.8% of the Executive Vice President/Chief Administrative Officer's shares; and 78.7% of the President/CEO'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 to the board.</i>	
1b	Elect Director Mary S. Chan	Against
1c	Elect Director George R. Krouse, Jr.	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>	
4	Approve Qualified Employee Stock Purchase Plan	For
	<i>Voter Rationale: This proposal establishes an employee stock ownership plan which will give an equity stake in the company to all fulltime and many part-time employees, thus encouraging quality work. This is in the best interest of shareholders. A vote is cast in favor.</i>	

## SCANA Corp.

<b>Meeting Date:</b> 09/12/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 80589M102
<b>Record Date:</b> 07/25/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 80589M102		
<b>Shares Voted:</b> 76		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director James A. Bennett	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### SCANA Corp.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Lynne M. Miller	For
1.3	Elect Director James W. Roquemore	For
1.4	Elect Director Maceo K. Sloan	For
1.5	Elect Director John E. Bachman	For
1.6	Elect Director Patricia D. Galloway	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	Declassify the Board of Directors	For
	<i>Voter Rationale: This proposal declassifies the board, which means that all directors would be elected annually instead of different classes being elected for staggered terms. This enhances the accountability of directors. A vote is cast in favor.</i>	
5	Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario	For
	<i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	

### SCANA Corporation

Meeting Date: 07/31/2018

Country: USA

Primary Security ID: 80589M102

Record Date: 05/31/2018

Meeting Type: Special

Primary CUSIP: 80589M102

Shares Voted: 75

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## SCANA Corporation

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by Dominion Energy, Inc. in a stock transaction valued at \$7.7 billion. Both companies are in the business of generating, transmission, and distribution of electricity. In July 2017, the company stopped construction on two new nuclear reactor in South Carolina and that decision followed years of cost overruns and delays. Dominion's (a deep pocketed energy company) purchase of the company is viewed as a bailout. It is one of the few that could even make an offer. Reasons for the transaction: Dominion provides the resources that will enable the company to regain focus on its core operations; the transaction would position the combined company to be among the nation's largest and fastest-growing energy utilities; the merger will probably go through because the company is out of options; and the significant premium company shareholders will receive. Per the terms of the merger, each share of company stock will receive 0.669 D shares (per share consideration amount, \$53.71) which represents a premium of 38.2% based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Morgan Stanley &amp; Co. LLC and RBC Capital Markets that the terms are fair to the Company's shareholders. For those reasons, a vote is cast in favor of the proposal.</i>	
2	Advisory Vote on Golden Parachutes	Against
	<i>Voter Rationale: A vote is cast against this proposal because CEO Addison received 13,414 shares of restricted subject to a three-year performance period in Feb. 2018. The transaction described in proposal one, resulted in the performance requirement being lifted on the granted shares and the award was accelerated in full.</i>	
3	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>	

## Schlumberger Limited

**Meeting Date:** 04/04/2018      **Country:** Curacao      **Primary Security ID:** 806857108  
**Record Date:** 02/07/2018      **Meeting Type:** Annual

**Primary CUSIP:** 806857108

**Shares Voted:** 837

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Peter L.S. Currie	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1b	Elect Director Miguel M. Galuccio	Against
1c	Elect Director V. Maureen Kempston Darkes	Against
1d	Elect Director Paal Kibsgaard	Against
1e	Elect Director Nikolay Kudryavtsev	Against
1f	Elect Director Helge Lund	For
1g	Elect Director Michael E. Marks	Against
1h	Elect Director Indra K. Nooyi	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Schlumberger Limited

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Lubna S. Olayan	Against
1j	Elect Director Leo Rafael Reif	Against
1k	Elect Director Henri Seydoux	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Adopt and Approve Financials and Dividends  <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For
4	Ratify PricewaterhouseCoopers LLP as Auditors  <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
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

### Seagate Technology Plc

**Meeting Date:** 10/30/2018      **Country:** Ireland      **Primary Security ID:** G7945M107  
**Record Date:** 08/31/2018      **Meeting Type:** Annual

**Primary CUSIP:** G7945M107

**Shares Voted:** 183

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Seagate Technology Plc

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director Michael R. Cannon	For
1f	Elect Director William T. Coleman	For
1g	Elect Director Jay L. Geldmacher	For
1h	Elect Director Dylan Haggart	For
1i	Elect Director Stephanie Tilenius	For
1j	Elect Director Edward J. Zander	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Against
	<i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved is excessive. A vote against is cast.</i>	
5	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For
	<i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	
6	Determine Price Range for Reissuance of Treasury Shares	Abstain
	<i>Voter Rationale: Insufficient information was provided by the Company as to the nature and details of this proposal (no disclosure on the purpose of the re-issuance). Therefore, a vote is cast to abstain.</i>	

## Sealed Air Corporation

Meeting Date: 05/17/2018

Country: USA

Primary Security ID: 81211K100

Record Date: 03/19/2018

Meeting Type: Annual

Primary CUSIP: 81211K100

Shares Voted: 87

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Michael Chu	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Sealed Air 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 Edward L. Doheny, II	For
1c	Elect Director Patrick Duff	For
1d	Elect Director Henry R. Keizer	For
1e	Elect Director Jacqueline B. Kosecoff	For
1f	Elect Director Neil Lustig	For
1g	Elect Director Richard L. Wambold	For
1h	Elect Director Jerry R. Whitaker	For
2	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>		
3	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

## Sempra Energy

<b>Meeting Date:</b> 05/10/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 816851109
<b>Record Date:</b> 03/16/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 816851109		
<b>Shares Voted:</b> 132		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Alan L. Boeckmann	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Sempra Energy

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 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 Jeffrey W. Martin	For
1.8	Elect Director Bethany J. Mayer	For
1.9	Elect Director William G. Ouchi	For
1.10	Elect Director Debra L. Reed	For
1.11	Elect Director William C. Rusnack	For
1.12	Elect Director Lynn Schenk	For
1.13	Elect Director Jack T. Taylor	For
1.14	Elect Director James C. Yardley	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Amend 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>	

## Simon Property Group, Inc.

Meeting Date: 05/08/2018

Country: USA

Primary Security ID: 828806109

Record Date: 03/15/2018

Meeting Type: Annual

Primary CUSIP: 828806109

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Simon Property Group, Inc.

Shares Voted: 164

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Glyn F. Aepfel	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 Larry C. Glasscock	For
1c	Elect Director Karen N. Horn	For
1d	Elect Director Allan Hubbard	For
1e	Elect Director Reuben S. Leibowitz	For
1f	Elect Director Gary M. Rodkin	For
1g	Elect Director Stefan M. Selig	For
1h	Elect Director Daniel C. Smith	For
1i	Elect Director J. Albert Smith, Jr.	For
1j	Elect Director Marta R. Stewart	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
4	Eliminate or Restrict Severance Agreements (Change-in-Control)	For
	<i>Voter Rationale: This proposal would require that golden parachutes (lucrative severance packages for key executives who are terminated) which could exceed 2.99 times the sum of the executive's base salary plus cash bonus be approved by shareholders. Such packages can be excessive and unjustified. Shareholders should vote on them. A yes vote is cast.</i>	

## Skyworks Solutions, Inc.

Meeting Date: 05/09/2018

Country: USA

Primary Security ID: 83088M102

Record Date: 03/15/2018

Meeting Type: Annual

Primary CUSIP: 83088M102

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Skyworks Solutions, Inc.

Shares Voted: 97

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director David J. Aldrich <i>Voter Rationale: A vote is cast to withhold on all nominees except for those nominees who are new to the board because the board's actions diminished shareholder rights without shareholder approval.</i>	Against
1.2	Elect Director Kevin L. Beebe	Against
1.3	Elect Director Timothy R. Furey	Against
1.4	Elect Director Liam K. Griffin	Against
1.5	Elect Director Balakrishnan S. Iyer	Against
1.6	Elect Director Christine King	Against
1.7	Elect Director David P. McGlade	Against
1.8	Elect Director David J. McLachlan	Against
1.9	Elect Director Robert A. Schriesheim	Against
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	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
5	Ratify Existing Ownership Threshold for Shareholders to Call Special Meeting <i>Voter Rationale: The Board seeks to ratify the special meeting right bylaw provision for the right of shareholders to call a special meeting. The management proposal calls for 25 percent ownership of outstanding shares; which is more than the shareholders' proposed 10 percent. Also, the current bylaws contain restrictions that adversely affect shareholders. A vote is cast against this proposal.</i>	Against

## SL Green Realty Corp.

Meeting Date: 05/31/2018

Country: USA

Primary Security ID: 78440X101

Record Date: 03/29/2018

Meeting Type: Annual

Primary CUSIP: 78440X101

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## SL Green Realty Corp.

Shares Voted: 48

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John H. Alschuler <i>Voter Rationale: A vote is cast to withhold on all nominees except for those nominees who are new to the board because the board's actions diminished shareholder rights without shareholder approval.</i>	Against
1b	Elect Director Lauren B. Dillard	Against
1c	Elect Director Stephen L. Green	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	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

## Snap-on Incorporated

Meeting Date: 04/26/2018

Country: USA

Primary Security ID: 833034101

Record Date: 02/26/2018

Meeting Type: Annual

Primary CUSIP: 833034101

Shares Voted: 34

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director David C. 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. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	Against
1.2	Elect Director Karen L. Daniel	For
1.3	Elect Director Ruth Ann M. Gillis	For
1.4	Elect Director James P. Holden	For
1.5	Elect Director Nathan J. Jones	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Snap-on Incorporated

Proposal Number	Proposal Text	Vote Instruction
1.6	Elect Director Henry W. Knueppel	For
1.7	Elect Director W. Dudley Lehman	For
1.8	Elect Director Nicholas T. Pinchuk	For
1.9	Elect Director Gregg M. Sherrill	For
1.10	Elect Director Donald J. Stebbins	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against 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>	

## Southwest Airlines Co.

<b>Meeting Date:</b> 05/16/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 844741108
<b>Record Date:</b> 03/20/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 844741108		
<b>Shares Voted:</b> 286		

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Southwest Airlines Co.

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Nancy B. Loeffler	For
1j	Elect Director John T. Montford	For
1k	Elect Director Ron Ricks	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	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>		
5	Provide Right to Act by Written Consent	For
<i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>		

### Southwest Gas Holdings, Inc.

<b>Meeting Date:</b> 05/03/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 844895102
<b>Record Date:</b> 03/06/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 844895102		

**Shares Voted:** 200

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Southwest Gas Holdings, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.6	Elect Director John P. Hester	For
1.7	Elect Director Anne L. Mariucci	For
1.8	Elect Director Michael J. Melarkey	For
1.9	Elect Director A. Randall Thoman	For
1.10	Elect Director Thomas A. Thomas	For
2	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 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>		

### Sprint Corp.

<b>Meeting Date:</b> 11/28/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 85207U105
<b>Record Date:</b> 10/01/2018	<b>Meeting Type:</b> Written Consent	
<b>Primary CUSIP:</b> 85207U105		
<b>Shares Voted:</b> 0		

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement	Do Not Vote
2a	Increase Authorized Common Stock	Do Not Vote
2b	Amend the Director Designation Rights of Deutsche Telekom AG and Add Director Designation Rights of SoftBank Group Corp.	Do Not Vote
2c	Approve the Addition of Approval Rights of SoftBank Group Corp.	Do Not Vote

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## SPRINT CORPORATION

**Meeting Date:** 08/07/2018

**Country:** USA

**Primary Security ID:** 85207U105

**Record Date:** 06/08/2018

**Meeting Type:** Annual

**Primary CUSIP:** 85207U105

**Shares Voted:** 700

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Gordon Bethune <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority. There is no such a majority here and some incumbent nominees failed to attend 75% of their meetings without a valid excuse. A vote is cast in favor of all outsiders and withheld from the insiders and the nominee with such poor attendance record.</i>	For
1.2	Elect Director Marcelo Claire	Withhold
1.3	Elect Director Michel Combes	Withhold
1.4	Elect Director Patrick Doyle	For
1.5	Elect Director Ronald Fisher	Withhold
1.6	Elect Director Julius Genachowski	For
1.7	Elect Director Stephen R. Kappes	For
1.8	Elect Director Michael Mullen	Withhold
1.9	Elect Director Masayoshi Son	Withhold
1.10	Elect Director Sara Martinez Tucker	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

## Stanley Black & Decker, Inc.

**Meeting Date:** 04/19/2018

**Country:** USA

**Primary Security ID:** 854502101

**Record Date:** 02/16/2018

**Meeting Type:** Annual

**Primary CUSIP:** 854502101

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Stanley Black & Decker, Inc.

Shares Voted: 293

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
1.8	Elect Director James M. Loree	For
1.9	Elect Director Marianne M. Parrs	For
1.10	Elect Director Robert L. Ryan	For
1.11	Elect Director James H. Scholefield	For
2	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 16.28% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Starbucks Corporation

**Meeting Date:** 03/21/2018

**Country:** USA

**Primary Security ID:** 855244109

**Record Date:** 01/11/2018

**Meeting Type:** Annual

**Primary CUSIP:** 855244109

**Shares Voted:** 860

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Howard Schultz	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	
1b	Elect Director Rosalind G. Brewer	For
1c	Elect Director Mary N. Dillon	For
1d	Elect Director Melody Hobson	For
1e	Elect Director Kevin R. Johnson	For
1f	Elect Director Jorgen Vig Knudstorp	For
1g	Elect Director Satya Nadella	Against
1h	Elect Director Joshua Cooper Ramo	For
1i	Elect Director Clara Shih	For
1j	Elect Director Javier G. Teruel	For
1k	Elect Director Myron E. Ullman, III	For
1l	Elect Director Craig E. Weatherup	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	Proxy Access Bylaw Amendments	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: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Starbucks Corporation

Proposal Number	Proposal Text	Vote Instruction
5	Report on Sustainable Packaging  <i>Voter Rationale: This shareholder proposal requests that the Company prepare a sustainable packaging report which will include a review of the Company's efforts towards sustainable packaging goals that are consistent with their 2008 initiative. The proponent, As You Sow, notes that the Company, which maintains environmental leadership, has been unsuccessful in completing its sustainable packaging initiatives. The proponent also notes that the Company's commitments are stale, and that the Company falls behind its peers on recycling efforts. McDonald's Corporation for example, has committed to recycle on-site packaging worldwide by the year 2025. The Company, on the other hand, has actually lowered its sustainable package goals (2008 goal for 25% of beverages served in reusable cups by 2015 revised in 2011 to 5%; revised again in 2016 to 2.8% by 2022). The proponent believes that shareholders would benefit from a detailed report that define how the Company will fulfill its reuse and recycling goals. The Board believes that such a report would be redundant and unnecessary as it already provides shareholders information on its sustainability efforts on its website and Global Import Report. Given the growing awareness of environmental risks associated with plastic pollution, the Company's lowering of its sustainable packaging targets, and the obsolete sustainable commitments, a vote is cast for this proposal.</i>	For
6	Report on Paid Family Leave *Withdrawn Resolution*	
7	Prepare Employment Diversity Report and Report on Diversity Policies  <i>Voter Rationale: This proposal seeks a report from the Company on its Equal Employment policies and practices. The Company asserts it is in full compliance with all legal requirements. This report would be a good way for it to check on that. A vote is cast in favor.</i>	For

## State Street Corporation

<b>Meeting Date:</b> 05/16/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 857477103
<b>Record Date:</b> 03/09/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 857477103		
<b>Shares Voted:</b> 195		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kennett F. Burnes  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Patrick de Saint-Aignan	For
1c	Elect Director Lynn A. Dugle	For
1d	Elect Director Amelia C. Fawcett	For
1e	Elect Director William C. Freda	For
1f	Elect Director Linda A. Hill	For
1g	Elect Director Joseph L. Hooley	For
1h	Elect Director Sara Mathew	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## State Street Corporation

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director William L. Meaney	For
1j	Elect Director Sean O'Sullivan	For
1k	Elect Director Richard P. Sergel	For
1l	Elect Director Gregory L. Summe	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Adopt Majority Voting Standard for Specified Corporate Actions	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>		
4	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

## Stericycle, Inc.

Meeting Date: 05/23/2018

Country: USA

Primary Security ID: 858912108

Record Date: 03/29/2018

Meeting Type: Annual

Primary CUSIP: 858912108

Shares Voted: 45

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert S. Murley	Against
<i>Voter Rationale: An investor launched a Vote-No Campaign against the reelection of 21-year Audit Committee veteran John Patience and Director Mark Miller, Stericycle's former chairman and CEO. The Company was accused of fraudulently increasing the rates of medical waste pick-ups costing the company more than \$300 million in legal settlements. The dissident argues that Patience and Miller plays a significant role in the Company's billing scandal that exposed the Board to oversight, regarding risk and lack of legal and regulatory compliance. The dissident states that the board is entrenched even with newly appointed directors since these directors have close ties to Patience and Miller. Following the billing scandal, the company's stock has fallen over 34 percent. The Company has refuted the fraud allegations and believes that Patience and Miller's longitudinal relationships are valuable for the company. However, the Company has yet to resolve its internal control problems since 2015. A vote is cast against John Patience and Mark Miller for their role in the billing scandal. Also, a vote is cast against all other nominees except for those nominees who are new to the board because the company did not maintain internal controls over financial reporting for the last two years.</i>		
1b	Elect Director Charles A. Alutto	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Stericycle, Inc.

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Brian P. Anderson	Against
1d	Elect Director Lynn D. Bleil	Against
1e	Elect Director Thomas D. Brown	Against
1f	Elect Director Thomas F. Chen	Against
1g	Elect Director Mark C. Miller	Against
1h	Elect Director John Patience	Against
1i	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	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>		
5	Pro-rata Vesting of Equity Awards	For
<i>Voter Rationale: This shareholder proposal requests that the board adopt a policy that in the event of a change of control of the Company, there should be no acceleration in the vesting of any equity award to a senior executive, provided that any unvested award may vest on a pro rata basis up to the day of termination. To the extent any such unvested awards are based on performance, the performance goals must have been met. Such a policy would be in the best interests of shareholders. A vote is cast in favor.</i>		

### Stryker Corporation

Meeting Date: 05/02/2018

Country: USA

Primary Security ID: 863667101

Record Date: 03/05/2018

Meeting Type: Annual

Primary CUSIP: 863667101

Shares Voted: 169

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Mary K. Brainerd	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Stryker 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 Srikant M. Datar	For
1c	Elect Director Roch Doliveux	For
1d	Elect Director Louise L. Francesconi	For
1e	Elect Director Allan C. Golston	For
1f	Elect Director Kevin A. Lobo	For
1g	Elect Director Sherilyn S. McCoy	For
1h	Elect Director Andrew K. Silvernail	For
1i	Elect Director Ronda E. Stryker	For
1j	Elect Director Rajeev Suri	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	

### SunTrust Banks, Inc.

<b>Meeting Date:</b> 04/24/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 867914103
<b>Record Date:</b> 02/14/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 867914103		
<b>Shares Voted:</b> 288		

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## SunTrust Banks, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.2	Elect Director Dallas S. Clement	For
1.3	Elect Director Paul R. Garcia	For
1.4	Elect Director M. Douglas Ivester	For
1.5	Elect Director Donna S. Morea	For
1.6	Elect Director David M. Ratcliffe	For
1.7	Elect Director William H. Rogers, Jr.	For
1.8	Elect Director Frank P. Scruggs, Jr.	For
1.9	Elect Director Bruce L. Tanner	For
1.10	Elect Director Steven C. Voorhees	For
1.11	Elect Director Thomas R. Watjen	For
1.12	Elect Director Phail Wynn, Jr.	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	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. 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	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>	

## Symantec Corp.

Meeting Date: 12/03/2018

Country: USA

Primary Security ID: 871503108

Record Date: 10/05/2018

Meeting Type: Annual

Primary CUSIP: 871503108

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Symantec Corp.

Shares Voted: 400

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gregory S. Clark <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Frank E. Dangeard	For
1c	Elect Director Peter A. Feld	For
1d	Elect Director Dale L. Fuller	For
1e	Elect Director Kenneth Y. Hao	For
1f	Elect Director David W. Humphrey	For
1g	Elect Director David L. Mahoney	For
1h	Elect Director Anita M. Sands	For
1i	Elect Director Daniel H. Schulman	For
1j	Elect Director V. Paul Unruh	For
1k	Elect Director Suzanne M. Vautrinot	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 9.99% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted 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: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Synchrony Financial

**Meeting Date:** 05/17/2018

**Country:** USA

**Primary Security ID:** 87165B103

**Record Date:** 03/22/2018

**Meeting Type:** Annual

**Primary CUSIP:** 87165B103

**Shares Voted:** 377

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Margaret M. Keane <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Paget L. Alves	For
1c	Elect Director Arthur W. Coviello, Jr.	For
1d	Elect Director William W. Graylin	For
1e	Elect Director Roy A. Guthrie	For
1f	Elect Director Richard C. Hartnack	For
1g	Elect Director Jeffrey G. Naylor	For
1h	Elect Director Laurel J. Richie	For
1i	Elect Director Olympia J. Snowe	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify 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

## Synopsys, Inc.

**Meeting Date:** 04/05/2018

**Country:** USA

**Primary Security ID:** 871607107

**Record Date:** 02/09/2018

**Meeting Type:** Annual

**Primary CUSIP:** 871607107

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Synopsys, Inc.

Shares Voted: 91

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Aart J. de Geus <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	For
1.2	Elect Director Chi-Foon Chan	For
1.3	Elect Director Janice D. Chaffin	For
1.4	Elect Director Bruce R. Chizen	For
1.5	Elect Director Mercedes Johnson	For
1.6	Elect Director Chrysostomos L. "Max" Nikias	For
1.7	Elect Director John Schwarz	Withhold
1.8	Elect Director Roy Vallee	For
1.9	Elect Director Steven C. Walske	For
2	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 17.44% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
3	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
5	Ratify KPMG LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Sysco Corp.

Meeting Date: 11/16/2018

Country: USA

Primary Security ID: 871829107

Record Date: 09/17/2018

Meeting Type: Annual

Primary CUSIP: 871829107

Shares Voted: 305

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Thomas L. Bene <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Daniel J. Brutto	For
1c	Elect Director John M. Cassaday	For
1d	Elect Director Joshua D. Frank	For
1e	Elect Director Larry C. Glasscock	For
1f	Elect Director Bradley M. Halverson	For
1g	Elect Director John M. Hinshaw	For
1h	Elect Director Hans-Joachim Koerber	For
1i	Elect Director Nancy S. Newcomb	For
1j	Elect Director Nelson Peltz	For
1k	Elect Director Edward D. Shirley	For
1l	Elect Director Sheila G. Talton	For
2	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 14.19% 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
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 Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Sysco Corp.

Proposal Number	Proposal Text	Vote Instruction
5	Limit Accelerated Vesting of Equity Awards Upon a Change in Control	For
<i>Voter Rationale: This shareholder proposal requests that the board adopt a policy that in the event of a change of control of the Company, there should be no acceleration in the vesting of any equity award to a senior executive, provided that any unvested award may vest on a pro rata basis up to the day of termination. To the extent any such unvested awards are based on performance, the performance goals must have been met. Such a policy would be in the best interests of shareholders. A vote is cast in favor.</i>		

### T. Rowe Price Group, Inc.

**Meeting Date:** 04/26/2018      **Country:** USA      **Primary Security ID:** 74144T108  
**Record Date:** 02/23/2018      **Meeting Type:** Annual

**Primary CUSIP:** 74144T108

**Shares Voted:** 146

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Mark S. Bartlett	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Edward C. Bernard	For
1c	Elect Director Mary K. Bush	For
1d	Elect Director H. Lawrence Culp, Jr.	For
1e	Elect Director Freeman A. Hrabowski, III	For
1f	Elect Director Robert F. MacLellan	For
1g	Elect Director Brian C. Rogers	For
1h	Elect Director Olympia J. Snowe	For
1i	Elect Director William J. Stromberg	For
1j	Elect Director Richard R. Verma	For
1k	Elect Director Sandra S. Wijnberg	For
1l	Elect Director Alan D. Wilson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### T. Rowe Price Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Amend Charter <i>Voter Rationale: This is a routine, procedural matter. A vote is cast in favor.</i>	For
4	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against the appointment of auditors.</i>	Against

### Take-Two Interactive Software, Inc.

**Meeting Date:** 09/21/2018      **Country:** USA      **Primary Security ID:** 874054109

**Record Date:** 07/25/2018      **Meeting Type:** Annual

**Primary CUSIP:** 874054109

**Shares Voted:** 61

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Strauss Zelnick <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Michael Dornemann	For
1.3	Elect Director J Moses	For
1.4	Elect Director Michael Sheresky	For
1.5	Elect Director LaVerne Srinivasan	For
1.6	Elect Director Susan Tolson	For
1.7	Elect Director Paul Viera	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Tapestry, Inc.

**Meeting Date:** 11/08/2018

**Country:** USA

**Primary Security ID:** 876030107

**Record Date:** 09/07/2018

**Meeting Type:** Annual

**Primary CUSIP:** 876030107

**Shares Voted:** 184

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Darrell Cavens <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority. There is such a majority here but some incumbent nominees failed to attend 75% of their meetings without a valid excuse. A vote is cast in favor of all nominees except for the nominee with such poor attendance record.</i>	For
1b	Elect Director David Denton	For
1c	Elect Director Anne Gates	For
1d	Elect Director Andrea Guerra	For
1e	Elect Director Susan Kropf	For
1f	Elect Director Annabelle Yu Long	For
1g	Elect Director Victor Luis	For
1h	Elect Director Ivan Menezes	For
1i	Elect Director William Nuti	Against
1j	Elect Director Jide Zeitlin	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	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 14.62% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Target Corporation

**Meeting Date:** 06/13/2018

**Country:** USA

**Primary Security ID:** 87612E106

**Record Date:** 04/16/2018

**Meeting Type:** Annual

**Primary CUSIP:** 87612E106

**Shares Voted:** 287

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Roxanne S. Austin <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of 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 Douglas M. Baker, Jr.	For
1c	Elect Director Brian C. Cornell	For
1d	Elect Director Calvin Darden	For
1e	Elect Director Henrique De Castro	For
1f	Elect Director Robert L. Edwards	For
1g	Elect Director Melanie L. Healey	For
1h	Elect Director Donald R. Knauss	For
1i	Elect Director Monica C. Lozano	For
1j	Elect Director Mary E. Minnick	For
1k	Elect Director Kenneth L. Salazar	For
1l	Elect Director Dmitri L. Stockton	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	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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## TE Connectivity Ltd.

**Meeting Date:** 03/14/2018

**Country:** Switzerland

**Primary Security ID:** H84989104

**Record Date:** 02/22/2018

**Meeting Type:** Annual

**Primary CUSIP:** H8912P106

**Shares Voted:** 392

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Pierre R. Brondeau	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	
1b	Elect Director Terrence R. Curtin	Against
1c	Elect Director Carol A. ('John') Davidson	For
1d	Elect Director William A. Jeffrey	Against
1e	Elect Director Thomas J. Lynch	Against
1f	Elect Director Yong Nam	For
1g	Elect Director Daniel J. Phelan	For
1h	Elect Director Paula A. Sneed	For
1i	Elect Director Abhijit Y. Talwalkar	Against
1j	Elect Director Mark C. Trudeau	Against
1k	Elect Director John C. Van Scoter	For
1l	Elect Director Laura H. Wright	For
2	Elect Board Chairman Thomas J. Lynch	Against
	<i>Voter Rationale: This proposal seeks approval of electing a formal executive as the chair of the Company. The chair should be in a position to oversee and monitor the CEO and the Board. That can only happen without any conflict of interest if the chair is an independent outsider. Therefore, a vote is cast against the proposal.</i>	
3a	Elect Daniel J. Phelan as Member of Management Development and Compensation Committee	For
	<i>Voter Rationale: This proposal seeks to elect the members of the remuneration committee. It is in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. Here the nominees are all independent outsiders. Therefore, a vote is cast in favor.</i>	
3b	Elect Paula A. Sneed as Member of Management Development and Compensation Committee	For
3c	Elect John C. Van Scoter as Member of Management Development and Compensation Committee	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## TE Connectivity Ltd.

Proposal Number	Proposal Text	Vote Instruction
4	Designate Rene Schwarzenbach as Independent Proxy <i>Voter Rationale: This proposal seeks approval for the election of an independent proxy. This is a routine, ministerial matter that does not materially affect shareholders. A vote in favor is cast.</i>	For
5.1	Accept Annual Report for Fiscal Year Ended September 29, 2017 <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 29, 2017 <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 29, 2017 <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For
6	Approve Discharge of Board and Senior Management <i>Voter Rationale: This proposal seeks approval of releasing the Company's board and senior management from liability with respect to their actions of the year under review. This resolution could deter shareholders from bringing claims for damages caused by negligence or misconduct of directors and senior management. Therefore, a vote is cast against the proposal.</i>	Against
7.1	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2018 <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
7.2	Ratify Deloitte AG as Swiss Registered Auditors <i>Voter Rationale: See item 7.1.</i>	For
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors <i>Voter Rationale: See item 7.1.</i>	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
9	Approve the Increase in Maximum Aggregate Remuneration of Executive Management <i>Voter Rationale: This proposal seeks approval of setting a ceiling on the total remuneration of executive management. It is not possible to assess the remuneration because the Company failed to disclose the allocation of remuneration on an individual basis. For that reason, a vote is cast to abstain.</i>	Abstain

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### TE Connectivity Ltd.

Proposal Number	Proposal Text	Vote Instruction
10	Approve the Increase in Maximum Aggregate Remuneration of Board of Directors <i>Voter Rationale: This proposal seeks approval of setting a ceiling on the total remuneration of directors. It is not possible to assess the remuneration because the Company failed to disclose the allocation of remuneration on an individual basis. For that reason, a vote is cast to abstain.</i>	Abstain
11	Approve Allocation of Available Earnings at September 29, 2017 <i>Voter Rationale: This proposal seeks approval of the company's allocation of dividends. The allocation of dividends is normally in the best interests of shareholders and no objection has been made. A vote is cast in favor.</i>	For
12	Approve Declaration of Dividend <i>Voter Rationale: This proposal seeks approval of the company's allocation of dividends. The allocation of dividends is normally in the best interests of shareholders and no objection has been made. A vote is cast in favor.</i>	For
13	Authorize Share Repurchase Program <i>Voter Rationale: The Company seeks authority to repurchase its own shares. The Company has not provided an explanation for the repurchase. A vote is cast to abstain.</i>	Abstain
14	Amend Articles of Association Re: Authorized Capital <i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are excessive. A no vote is cast.</i>	Against
15	Amend Nonqualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
16	Adjourn Meeting <i>Voter Rationale: This proposal seeks to adjourn the meeting. Since not all matters on the ballot are not being supported, a vote is cast against.</i>	Against

### TechnipFMC plc

**Meeting Date:** 06/14/2018

**Country:** United Kingdom

**Primary Security ID:** G87110105

**Record Date:** 04/16/2018

**Meeting Type:** Annual

**Primary CUSIP:** F90676101

**Shares Voted:** 231

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports <i>Voter Rationale: The acceptance of financial statements and statutory reports is a routine, bookkeeping matter that does not materially affect shareholders. No objection has been made. A vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## TechnipFMC plc

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	Approve Director's Remuneration Report <i>Voter Rationale: This proposal seeks shareholder advice on the Company's remuneration for the past year. The remuneration does not contain any provisions that are materially adverse to shareholder interests. A vote is cast in favor.</i>	For
4	Approve Director's Remuneration Policy <i>Voter Rationale: This proposal seeks binding shareholder approval on the Company's remuneration policy for the next three years. The policy does not contain any provisions that are materially adverse to shareholder interests. A vote is cast in favor.</i>	For
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	Re-appoint PricewaterhouseCoopers LLP as U.K. Statutory Auditor <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders. Therefore, a vote is cast in favor.</i>	For
7	Authorize Board to Fix Remuneration of Auditors <i>Voter Rationale: Here, the amount of remuneration the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the auditors' remuneration.</i>	For

## TEGNA Inc.

<b>Meeting Date:</b> 04/26/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 87901J105
<b>Record Date:</b> 02/26/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 87901J105		

Shares Voted: 1

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gina L. Bianchini <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Howard D. Elias	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### TEGNA Inc.

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director Stuart J. Epstein	For
1d	Elect Director Lidia Fonseca	For
1e	Elect Director David T. Lougee	For
1f	Elect Director Scott K. McCune	For
1g	Elect Director Henry W. McGee	For
1h	Elect Director Susan Ness	For
1i	Elect Director Bruce P. Nolop	For
1j	Elect Director Neal Shapiro	For
1k	Elect Director Melinda C. Witmer	For
2	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	

### Tesla, Inc.

**Meeting Date:** 03/21/2018      **Country:** USA      **Primary Security ID:** 88160R101  
**Record Date:** 02/07/2018      **Meeting Type:** Special

**Primary CUSIP:** 88160R101

**Shares Voted:** 23

Proposal Number	Proposal Text	Vote Instruction
1	Approve Stock Option Grant to Elon Musk	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Tesla, Inc.

Proposal Number	Proposal Text	Vote Instruction
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*Voter Rationale: This proposal requests shareholder approval of a stock option grant valued at \$2.6 billion (CEO Performance Award) to be paid to the Company's CEO, Elon Musk. The Company manufactures, designs, and sells high performance electric vehicles and electric vehicle powertrain components. Per the terms of the award, CEO Elon Musk would have the opportunity to receive award payments over the next ten years if he were to attain 12 market capitalization milestones, and 16 operational milestones (of which up to 12 may be paired with market capitalization milestones). The Performance Award can be earned in 12 tranches, with the value of each tranche representing an estimated 1% of the Company's outstanding shares. The option exercise price is \$350.02 per share. Forfeiture of the CEO Performance Award would occur if shareholders fail to approve the award within one year subsequent to the January 21, 2018 grant date. Musk and his brother Kimball Musk will not take part in voting this proposal. The Board believes that the 2018 award would: a) better align Musk's interest with that of shareholders by having compensation tied to the accomplishment of challenging goals; b) the Board feels that the award's structure would motivate Musk to devote more time to the Company; and c) the Board's belief that the strategic and financial goals under Musk's master plan would be achieved. The vesting agreement does however, pose some risks. The potential for exorbitant costs over the next ten years could cause the shareholders to see a dilution in their holdings. The Board's ability to adjust pay levels to reflect performance or strategy changes would be weakened. The terms of agreement also provide for a suspension of the options in the event of an unpaid leave of absence which upon which vesting would recommence upon Musk's return. There is some ambiguity in the agreement as to what creates a leave of absence. Also, it should be noted that Musk's time is allocated to three other prominent companies as he serves as CEO of Space Exploration Technologies, CEO of The Boring Company and is founding partner of Neuralink. Given the above reasons, a vote is cast against this proposal.*

### Tesla, Inc.

**Meeting Date:** 06/05/2018      **Country:** USA      **Primary Security ID:** 88160R101  
**Record Date:** 04/12/2018      **Meeting Type:** Annual

**Primary CUSIP:** 88160R101

**Shares Voted:** 23

Proposal Number	Proposal Text	Vote Instruction
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1.1 Elect Director Antonio Gracias Against

*Voter Rationale: The Company's CEO and Chairman (Elon Musk), Director (Kimbal Musk), Lead Director (Antonio Gracias) and Chief Technology Officer (Jeffrey Straubel) pledged 14.14 million shares of the Company's common stock as security valued at \$4.4 billion, which represents 8.38% of the Company's outstanding shares and 40.96% of the CEO and Chairman's total; 98.55% of the Director's total; 30.01% of the Lead Director's total; and 41.85% of the Chief Technology Officer'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 to the board with the exception of the new nominees.*

1.2 Elect Director James Murdoch For

1.3 Elect Director Kimbal Musk Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Tesla, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	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
4	Adopt Proxy Access Right <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For

### Texas Instruments Incorporated

Meeting Date: 04/26/2018

Country: USA

Primary Security ID: 882508104

Record Date: 02/26/2018

Meeting Type: Annual

Primary CUSIP: 882508104

Shares Voted: 596

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Ralph W. Babb, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Mark A. Blinn	For
1c	Elect Director Todd M. Bluedorn	For
1d	Elect Director Daniel A. Carp	For
1e	Elect Director Janet F. Clark	For
1f	Elect Director Carrie S. Cox	For
1g	Elect Director Brian T. Crutcher	For
1h	Elect Director Jean M. Hobby	For
1i	Elect Director Ronald Kirk	For
1j	Elect Director Pamela H. Patsley	For
1k	Elect Director Robert E. Sanchez	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Texas Instruments Incorporated

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

### Textron Inc.

<b>Meeting Date:</b> 04/25/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 883203101
<b>Record Date:</b> 02/26/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 883203101		
<b>Shares Voted:</b> 159		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Scott C. Donnelly	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Kathleen M. Bader	For
1c	Elect Director R. Kerry Clark	For
1d	Elect Director James T. Conway	For
1e	Elect Director Lawrence K. Fish	For
1f	Elect Director Paul E. Gagne	For
1g	Elect Director Ralph D. Heath	For
1h	Elect Director Deborah Lee James	For
1i	Elect Director Lloyd G. Trotter	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Textron Inc.

Proposal Number	Proposal Text	Vote Instruction
1j	Elect Director James L. Ziemer	For
1k	Elect Director Maria T. Zuber	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	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>		
5	Establish Term Limits for Directors	Against
<i>Voter Rationale: This proposal seeks to impose a limit on 15 years on the time a director can serve on the board. Arbitrary term limits are not in the best interests of shareholders because they can deprive the Company and its shareholders from skilled, valuable, experience directors. A vote is cast against.</i>		

### The AES Corporation

Meeting Date: 04/19/2018

Country: USA

Primary Security ID: 00130H105

Record Date: 02/26/2018

Meeting Type: Annual

Primary CUSIP: 00130H105

Shares Voted: 399

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Andres R. Gluski	Against
<i>Voter Rationale: A vote is cast to withhold on all nominees except for those nominees who are new to the board because the board's actions diminished shareholder rights without shareholder approval.</i>		
1.2	Elect Director Charles L. Harrington	Against
1.3	Elect Director Kristina M. Johnson	Against
1.4	Elect Director Tarun Khanna	Against
1.5	Elect Director Holly K. Koepfel	Against
1.6	Elect Director James H. Miller	Against
1.7	Elect Director Alain Monie	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The AES Corporation

Proposal Number	Proposal Text	Vote Instruction
1.8	Elect Director John B. Morse, Jr.	Against
1.9	Elect Director Moises Naim	Against
1.10	Elect Director Jeffrey W. Ubben	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Ratify Ernst & Young LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	Ratify Existing Ownership Threshold for Shareholders to Call Special Meeting	Against
	<i>Voter Rationale: This management proposal asks shareholders to approve on an advisory basis, a bylaw provision that provide shareholders who own 25% of outstanding shares the right to call a special meeting. In addition to the current 25% of outstanding share requirement to call a special meeting, the company's bylaws contain provisions to further restrict the use of the special meeting right. Background to proposal: in 2015 non-binding special meeting proposals from management (a 25% of outstanding shares threshold) and shareholder (20%) were on the annual meeting agenda. The management proposal received 70.3% of the shares cast, while the shareholder proposal received 36.6%. In December 2017 the SEC excluded a shareholder proposal to be included in the 2018 annual meeting agenda that would reduce the ownership requirement to call a special meeting to 10%. The SEC said the shareholder proposal was in conflict with management's 2018 annual meeting agenda proposal. Adhering to SEC guidance the company has disclosed information regarding the following vote outcomes: a vote in favor of management's proposal is equivalent to voting against the shareholder proposal to lower the threshold to 10%; and in the event management's special meeting ownership threshold is not ratified by shareholders, then no immediate changes will be made to the existing provisions. The board further added that if their proposal is not ratified, it would engage shareholders on the topic. A vote is cast against this proposal because it sends the message to the board of their preference for a lower ownership threshold and the desire to initiate discussions regarding this issue.</i>	
5	Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario- Withdrawn Resolution	
	<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>	

## The Allstate Corporation

Meeting Date: 05/11/2018

Country: USA

Primary Security ID: 020002101

Record Date: 03/13/2018

Meeting Type: Annual

Primary CUSIP: 020002101

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Allstate Corporation

Shares Voted: 189

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kermit R. Crawford	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Michael L. Eskew	For
1c	Elect Director Margaret M. Keane	For
1d	Elect Director Siddharth N. (Bobby) Mehta	For
1e	Elect Director Jacques P. Perold	For
1f	Elect Director Andrea Redmond	For
1g	Elect Director Gregg M. Sherrill	For
1h	Elect Director Judith A. Sprieser	For
1i	Elect Director Perry M. Traquina	For
1j	Elect Director Thomas J. Wilson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify Deloitte & Touche LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	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>	
5	Report on Political Contributions	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Bank of New York Mellon Corporation

Meeting Date: 04/10/2018

Country: USA

Primary Security ID: 064058100

Record Date: 02/09/2018

Meeting Type: Annual

Primary CUSIP: 064058100

Shares Voted: 619

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Steven D. Black <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a 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 Linda Z. Cook	For
1c	Elect Director Joseph J. Echevarria	For
1d	Elect Director Edward P. Garden	For
1e	Elect Director Jeffrey A. Goldstein	For
1f	Elect Director John M. Hinshaw	For
1g	Elect Director Edmund F. "Ted" Kelly	Against
1h	Elect Director Jennifer B. Morgan	Against
1i	Elect Director Mark A. Nordenberg	Against
1j	Elect Director Elizabeth E. Robinson	For
1k	Elect Director Charles W. Scharf	Against
1l	Elect Director Samuel C. Scott, III	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	Ratify KPMG LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
4	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Vote Instruction
5	Report on and Assess Proxy Voting Policies in Relation to Climate Change Position  <i>Voter Rationale: This proposal requests that the Board provide a report to shareholders that will assess the incongruencies between the proxy voting practices of the company and its subsidiaries concerning climate change within the last year. The requested report would provide shareholders with useful information to evaluate the proponent's concerns. A vote is cast in favor.</i>	For

## The Boeing Company

**Meeting Date:** 04/30/2018      **Country:** USA      **Primary Security ID:** 097023105  
**Record Date:** 03/01/2018      **Meeting Type:** Annual

**Primary CUSIP:** 097023105

**Shares Voted:** 338

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert A. Bradway  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director David L. Calhoun	For
1c	Elect Director Arthur D. Collins, Jr.	For
1d	Elect Director Kenneth M. Duberstein	For
1e	Elect Director Edmund P. Giambastiani, Jr.	For
1f	Elect Director Lynn J. Good	For
1g	Elect Director Lawrence W. Kellner	For
1h	Elect Director Caroline B. Kennedy	For
1i	Elect Director Edward M. Liddy	For
1j	Elect Director Dennis A. Muilenburg	For
1k	Elect Director Susan C. Schwab	For
1l	Elect Director Ronald A. Williams	For
1m	Elect Director Mike S. Zafirovski	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Boeing 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	Ratify Deloitte & Touche LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	Report on Lobbying Payments and Policy  <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting  <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For
6	Require Independent Board Chairman  <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
7	Require Shareholder Approval to Increase Board Size to More Than 14  <i>Voter Rationale: This shareholder proposal asks the board to adopt a bylaw that would require shareholder approval to expand the board to more than 14 members. The proponent points out that in August 2017 the company amended the bylaws to increase the board size from 13-14 members and shareholders had no right to vote on that increase. According to the proponent, the board size of 14 (currently 13) can be unwieldy and lead to CEO domination. Shareholders should have the ability to evaluate and approve changes to the company's bylaws. A bylaw could be established that sets a range for the board's size, which would allow the board the flexibility to quickly scoop up individuals with the skills/experience to help guide the company in dealing with special situations or implement its strategic plan. A vote is cast in favor of the proposal.</i>	For

## The Charles Schwab Corporation

Meeting Date: 05/15/2018

Country: USA

Primary Security ID: 808513105

Record Date: 03/16/2018

Meeting Type: Annual

Primary CUSIP: 808513105

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

# The Charles Schwab Corporation

Shares Voted: 628

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Walter W. Bettinger, II <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Joan T. Dea	For
1c	Elect Director Christopher V. Dodds	For
1d	Elect Director Mark A. Goldfarb	For
1e	Elect Director Charles A. Ruffel	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	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 8.41% 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	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	Prepare Employment Diversity Report <i>Voter Rationale: This proposal seeks a report from the Company on its Equal Employment policies and practices. The Company asserts it is in full compliance with all legal requirements. This report would be a good way for it to check on that. A vote is cast in favor.</i>	For
7	Report on Political Contributions <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Clorox Co.

**Meeting Date:** 11/14/2018

**Country:** USA

**Primary Security ID:** 189054109

**Record Date:** 09/17/2018

**Meeting Type:** Annual

**Primary CUSIP:** 189054109

**Shares Voted:** 83

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Amy Banse <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Richard H. Carmona	For
1.3	Elect Director Benno Dorer	For
1.4	Elect Director Spencer C. Fleischer	For
1.5	Elect Director Esther Lee	For
1.6	Elect Director A.D. David Mackay	For
1.7	Elect Director Robert W. Matschullat	For
1.8	Elect Director Matthew J. Shattock	For
1.9	Elect Director Pamela Thomas-Graham	For
1.10	Elect Director Carolyn M. Ticknor	For
1.11	Elect Director Russell J. Weiner	For
1.12	Elect Director Christopher J. Williams	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
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	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations <i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Coca-Cola Company

**Meeting Date:** 04/25/2018

**Country:** USA

**Primary Security ID:** 191216100

**Record Date:** 02/26/2018

**Meeting Type:** Annual

**Primary CUSIP:** 191216100

**Shares Voted:** 2,317

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Herbert A. Allen	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Ronald W. Allen	For
1.3	Elect Director Marc Bolland	For
1.4	Elect Director Ana Botin	For
1.5	Elect Director Richard M. Daley	For
1.6	Elect Director Christopher C. Davis	For
1.7	Elect Director Barry Diller	For
1.8	Elect Director Helene D. Gayle	For
1.9	Elect Director Alexis M. Herman	For
1.10	Elect Director Muhtar Kent	For
1.11	Elect Director Robert A. Kotick	For
1.12	Elect Director Maria Elena Lagomasino	For
1.13	Elect Director Sam Nunn	For
1.14	Elect Director James Quincey	For
1.15	Elect Director Caroline J. Tsay	For
1.16	Elect Director David B. Weinberg	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## THE COOPER COMPANIES, INC.

**Meeting Date:** 03/19/2018

**Country:** USA

**Primary Security ID:** 216648402

**Record Date:** 01/23/2018

**Meeting Type:** Annual

**Primary CUSIP:** 216648402

**Shares Voted:** 30

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director A. Thomas Bender <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Colleen E. Jay	For
1.3	Elect Director Michael H. Kalkstein	For
1.4	Elect Director William A. Kozy	For
1.5	Elect Director Jody S. Lindell	For
1.6	Elect Director Gary S. Petersmeyer	For
1.7	Elect Director Allan E. Rubenstein	For
1.8	Elect Director Robert S. Weiss	For
1.9	Elect Director Stanley Zinberg	For
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
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	Report on the Feasibility of Achieving Net Zero GHG Emissions <i>Voter Rationale: This proposal requests that the Board report to shareholders on how the Company is responding to rising regulatory, competitive, and public pressure to significantly reduce carbon dioxide and other greenhouse gas emissions. This would provide shareholders with useful information on an important topic. A vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Estee Lauder Companies, Inc.

**Meeting Date:** 11/13/2018

**Country:** USA

**Primary Security ID:** 518439104

**Record Date:** 09/14/2018

**Meeting Type:** Annual

**Primary CUSIP:** 518439104

**Shares Voted:** 143

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Rose Marie Bravo <i>Voter Rationale: A vote is cast against all nominees except for those nominees who are new to the board in response to excessive pledging of shares by Company leadership.</i>	Withhold
1.2	Elect Director Paul J. Fribourg	Withhold
1.3	Elect Director Irvine O. Hockaday, Jr.	Withhold
1.4	Elect Director Jennifer Hyman	For
1.5	Elect Director Barry S. Sternlicht	Withhold
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

## The GEO Group, Inc.

**Meeting Date:** 04/24/2018

**Country:** USA

**Primary Security ID:** 36162J106

**Record Date:** 02/27/2018

**Meeting Type:** Annual

**Primary CUSIP:** 36162J106

**Shares Voted:** 203

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### The GEO Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.3	Elect Director Richard H. Glanton	For
1.4	Elect Director Christopher C. Wheeler	For
1.5	Elect Director Julie Myers Wood	For
1.6	Elect Director George C. Zoley	For
2	Ratify Grant Thornton LLP as Auditors	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	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 6.15% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
5	Proxy Access Bylaw Amendment	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	

### The Goldman Sachs Group, Inc.

Meeting Date: 05/02/2018

Country: USA

Primary Security ID: 38141G104

Record Date: 03/05/2018

Meeting Type: Annual

Primary CUSIP: 38141G104

Shares Voted: 185

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lloyd C. Blankfein	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees. A nominee(s) who is employed full-time serves on the board of more than two other publicly-traded companies. That is not in the best interests of shareholders. A vote is cast to withhold on such nominee(s).</i>	
1b	Elect Director M. Michele Burns	Against
1c	Elect Director Mark A. Flaherty	For
1d	Elect Director William W. George	For
1e	Elect Director James A. Johnson	For
1f	Elect Director Ellen J. Kullman	For
1g	Elect Director Lakshmi N. Mittal	Against
1h	Elect Director Adebayo O. Ogunlesi	For
1i	Elect Director Peter Oppenheimer	For
1j	Elect Director David A. Viniar	For
1k	Elect Director Mark O. Winkelman	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Amend Omnibus Stock Plan	Against
	<i>Voter Rationale: 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>	
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 on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Goldman Sachs Group, Inc.

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

## The Goodyear Tire & Rubber Company

<b>Meeting Date:</b> 04/09/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 382550101
<b>Record Date:</b> 02/15/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 382550101		
<b>Shares Voted:</b> 149		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director James A. Firestone	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 Werner Geissler	For
1c	Elect Director Peter S. Hellman	For
1d	Elect Director Laurette T. Koellner	For
1e	Elect Director Richard J. Kramer	For
1f	Elect Director W. Alan McCollough	For
1g	Elect Director John E. McGlade	For
1h	Elect Director Michael J. Morell	For
1i	Elect Director Roderick A. Palmore	For
1j	Elect Director Stephanie A. Streeter	For
1k	Elect Director Thomas H. Weidemeyer	For
1l	Elect Director Michael R. Wessel	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### The Goodyear Tire & Rubber Company

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

### The Hartford Financial Services Group, Inc.

Meeting Date: 05/16/2018 Country: USA Primary Security ID: 416515104  
Record Date: 03/19/2018 Meeting Type: Annual

Primary CUSIP: 416515104

Shares Voted: 188

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Robert B. Allardice, III	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 Carlos Dominguez	For
1c	Elect Director Trevor Fetter	For
1d	Elect Director Stephen P. McGill	For
1e	Elect Director Kathryn A. Mikells	For
1f	Elect Director Michael G. Morris	For
1g	Elect Director Thomas A. Renyi	For
1h	Elect Director Julie G. Richardson	For
1i	Elect Director Teresa W. Roseborough	For
1j	Elect Director Virginia P. Ruesterholz	For
1k	Elect Director Christopher J. Swift	For
1l	Elect Director Greig Woodring	For
2	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### The Hartford Financial Services Group, Inc.

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

### The Hershey Company

Meeting Date: 05/02/2018      Country: USA      Primary Security ID: 427866108  
Record Date: 03/05/2018      Meeting Type: Annual

Primary CUSIP: 427866108

Shares Voted: 74

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Pamela M. Arway	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 James W. Brown	For
1.3	Elect Director Michele G. Buck	For
1.4	Elect Director Charles A. Davis	For
1.5	Elect Director Mary Kay Haben	For
1.6	Elect Director James C. Katzman	For
1.7	Elect Director M. Diane Koken	For
1.8	Elect Director Robert M. Malcolm	For
1.9	Elect Director Anthony J. Palmer	For
1.10	Elect Director Wendy L. Schoppert	For
1.11	Elect Director David L. Shedlarz	For
2	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Hershey Company

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

## The Home Depot, Inc.

**Meeting Date:** 05/17/2018      **Country:** USA      **Primary Security ID:** 437076102  
**Record Date:** 03/19/2018      **Meeting Type:** Annual

**Primary CUSIP:** 437076102

**Shares Voted:** 614

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Gerard J. Arpey	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Ari Bousbib	For
1c	Elect Director Jeffery H. Boyd	For
1d	Elect Director Gregory D. Brenneman	For
1e	Elect Director J. Frank Brown	For
1f	Elect Director Albert P. Carey	For
1g	Elect Director Armando Codina	For
1h	Elect Director Helena B. Foulkes	For
1i	Elect Director Linda R. Gooden	For
1j	Elect Director Wayne M. Hewett	For
1k	Elect Director Stephanie C. Linnartz	For
1l	Elect Director Craig A. Menear	For
1m	Elect Director Mark Vadon	For
2	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### The Home Depot, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Report on Political Contributions  <i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	For
5	Prepare Employment Diversity Report and Report on Diversity Policies  <i>Voter Rationale: This proposal seeks a report from the Company on its Equal Employment policies and practices. The Company asserts it is in full compliance with all legal requirements. This report would be a good way for it to check on that. A vote is cast in favor.</i>	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting  <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For
7	Clawback of Incentive Payments  <i>Voter Rationale: This proposal asks the board to adopt a policy to review all bonuses and awards to senior executives when a restatement of the company's financial results occurs and to recoup any incentive-based compensation if specified performance targets were not actually achieved. A vote is cast for this proposal because incentive pay should be paid and retained only if the company legitimately achieves performance benchmarks that are set in advance.</i>	For

### The Interpublic Group of Companies, Inc.

Meeting Date: 05/24/2018

Country: USA

Primary Security ID: 460690100

Record Date: 03/29/2018

Meeting Type: Annual

Primary CUSIP: 460690100

Shares Voted: 203

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### The Interpublic Group of Companies, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.4	Elect Director Dawn Hudson	For
1.5	Elect Director William T. Kerr	For
1.6	Elect Director Henry S. Miller	For
1.7	Elect Director Jonathan F. Miller	For
1.8	Elect Director Patrick Q. Moore	For
1.9	Elect Director Michael I. Roth	For
1.10	Elect Director David M. Thomas	For
1.11	Elect Director E. Lee Wyatt Jr.	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
4	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>	

### The J. M. Smucker Company

Meeting Date: 08/15/2018

Country: USA

Primary Security ID: 832696405

Record Date: 06/18/2018

Meeting Type: Annual

Primary CUSIP: 832696405

Shares Voted: 60

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kathryn W. Dindo	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>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The J. M. Smucker Company

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Paul J. Dolan	For
1c	Elect Director Jay L. Henderson	For
1d	Elect Director Elizabeth Valk Long	For
1e	Elect Director Gary A. Oatey	For
1f	Elect Director Kirk L. Perry	For
1g	Elect Director Sandra Pianalto	For
1h	Elect Director Nancy Lopez Russell	Against
1i	Elect Director Alex Shumate	For
1j	Elect Director Mark T. Smucker	For
1k	Elect Director Richard K. Smucker	For
1l	Elect Director Timothy P. Smucker	For
1m	Elect Director Dawn C. Willoughby	For
2	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

## The Kraft Heinz Company

Meeting Date: 04/23/2018

Country: USA

Primary Security ID: 500754106

Record Date: 02/22/2018

Meeting Type: Annual

Primary CUSIP: 500754106

Shares Voted: 361

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Kraft Heinz Company

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Alexandre Behring	For
1c	Elect Director John T. Cahill	For
1d	Elect Director Tracy Britt Cool	For
1e	Elect Director Feroz Dewan	For
1f	Elect Director Jeanne P. Jackson	For
1g	Elect Director Jorge Paulo Lemann	For
1h	Elect Director John C. Pope	For
1i	Elect Director Marcel Herrmann Telles	For
1j	Elect Director Alexandre Van Damme	For
1k	Elect Director George Zoghbi	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	Assess Environmental Impact of Non-Recyclable Packaging	For
<i>Voter Rationale: This shareholder proposal requests a report assessing the environmental impacts of continuing to use non-recyclable brand packaging. Such a report would be prudent for the Company and would provide useful information to shareholders. A vote is cast in favor.</i>		

## The Kroger Co.

**Meeting Date:** 06/28/2018

**Country:** USA

**Primary Security ID:** 501044101

**Record Date:** 05/02/2018

**Meeting Type:** Annual

**Primary CUSIP:** 501044101

**Shares Voted:** 565

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Nora A. Aufreiter	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Kroger Co.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1b	Elect Director Robert D. Beyer	For
1c	Elect Director Anne Gates	For
1d	Elect Director Susan J. Kropf	For
1e	Elect Director W. Rodney McMullen	For
1f	Elect Director Jorge P. Montoya	For
1g	Elect Director Clyde R. Moore	For
1h	Elect Director James A. Runde	For
1i	Elect Director Ronald L. Sargent	For
1j	Elect Director Bobby S. Shackouls	For
1k	Elect Director Mark S. Sutton	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	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	Provide Proxy Access Right	For
	<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	
4	Amend Bylaws to Authorize the Board to Amend Bylaws	For
	<i>Voter Rationale: This is a routine, procedural matter. A vote is cast in favor.</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>	
6	Report on Benefits of Adopting Renewable Energy Goals	For
	<i>Voter Rationale: This shareholder proposal requests the Company provide shareholders with a report that would assess the climate benefits and usefulness of adopting a Company-wide, quantitative, time measured target for expanding the Company's renewable energy sourcing. However, the Company discloses limited information relating to its renewable energy sourcing endeavors and the processes used to monitor and respond to climate change risk. This report would be beneficial for shareholders. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Kroger Co.

Proposal Number	Proposal Text	Vote Instruction
7	Assess Environmental Impact of Non-Recyclable Packaging <i>Voter Rationale: This shareholder proposal requests a report assessing the environmental impacts of continuing to use non-recyclable brand packaging. Such a report would be prudent for the Company and allow shareholders to better understand the Company's efforts to manage and mitigate the risks associated with its post-consumer packaging waste. A vote is cast in favor.</i>	For
8	Require Independent Board Chairman <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For

## The Macerich Company

**Meeting Date:** 06/21/2018      **Country:** USA      **Primary Security ID:** 554382101  
**Record Date:** 03/23/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 554382101

**Shares Voted:** 57

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Peggy Alford <i>Voter Rationale: A vote is cast to withhold on all nominees except for those nominees who are new to the board because the board's actions diminished shareholder rights without shareholder approval.</i>	For
1b	Elect Director John H. Alschuler	Against
1c	Elect Director Eric K. Brandt	For
1d	Elect Director Edward C. Coppola	Against
1e	Elect Director Steven R. Hash	Against
1f	Elect Director Daniel J. Hirsch	For
1g	Elect Director Diana M. Laing	Against
1h	Elect Director Thomas E. O'Hern	For
1i	Elect Director Steven L. Soboroff	Against
1j	Elect Director Andrea M. Stephen	Against
2	Ratify KPMG LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### The Macerich Company

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

### The Mosaic Company

Meeting Date: 05/10/2018      Country: USA      Primary Security ID: 61945C103  
Record Date: 03/14/2018      Meeting Type: Annual

Primary CUSIP: 61945C103

Shares Voted: 184

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Oscar Bernardes	Against
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. However, the Company has underperformed its peer group for the past five years. Given that performance, a vote is cast in favor of new nominees and against existing directors who are nominees to the Board. The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees.</i>		
1b	Elect Director Nancy E. Cooper	Against
1c	Elect Director Gregory L. Ebel	Against
1d	Elect Director Timothy S. Gitzel	Against
1e	Elect Director Denise C. Johnson	Against
1f	Elect Director Emery N. Koenig	Against
1g	Elect Director Robert L. Lumpkins	Against
1h	Elect Director William T. Monahan	Against
1i	Elect Director James 'Joc' C. O'Rourke	Against
1j	Elect Director David T. Seaton	Against
1k	Elect Director Steven M. Seibert	Against
1l	Elect Director Luciano Siani Pires	For
1m	Elect Director Kelvin W. Westbrook	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### The Mosaic Company

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

### The PNC Financial Services Group, Inc.

**Meeting Date:** 04/24/2018      **Country:** USA      **Primary Security ID:** 693475105  
**Record Date:** 02/02/2018      **Meeting Type:** Annual

**Primary CUSIP:** 693475105

**Shares Voted:** 288

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Charles E. Bunch <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	Against
1.2	Elect Director Debra A. Cafaro	Against
1.3	Elect Director Marjorie Rodgers Cheshire	Against
1.4	Elect Director William S. Demchak	Against
1.5	Elect Director Andrew T. Feldstein	For
1.6	Elect Director Daniel R. Hesse	Against
1.7	Elect Director Richard B. Kelson	Against
1.8	Elect Director Linda R. Medler	For
1.9	Elect Director Martin Pfinsgraff	Against
1.10	Elect Director Donald J. Shepard	Against
1.11	Elect Director Michael J. Ward	Against
1.12	Elect Director Gregory D. Wasson	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### The PNC Financial Services Group, Inc.

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

### The Progressive Corporation

**Meeting Date:** 05/11/2018      **Country:** USA      **Primary Security ID:** 743315103  
**Record Date:** 03/16/2018      **Meeting Type:** Annual

**Primary CUSIP:** 743315103

**Shares Voted:** 306

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Philip Bleser  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Stuart B. Burgdoerfer	For
1c	Elect Director Pamela J. Craig	For
1d	Elect Director Charles A. Davis	For
1e	Elect Director Roger N. Farah	For
1f	Elect Director Lawton W. Fitt	For
1g	Elect Director Susan Patricia Griffith	For
1h	Elect Director Jeffrey D. Kelly	For
1i	Elect Director Patrick H. Nettles	For
1j	Elect Director Barbara R. Snyder	For
1k	Elect Director Kahina Van Dyke	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

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

## THE SHERWIN-WILLIAMS COMPANY

**Meeting Date:** 04/18/2018      **Country:** USA      **Primary Security ID:** 824348106  
**Record Date:** 02/20/2018      **Meeting Type:** Annual

**Primary CUSIP:** 824348106

**Shares Voted:** 50

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Arthur F. Anton  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director David F. Hodnik	For
1.3	Elect Director Richard J. Kramer	For
1.4	Elect Director Susan J. Kropf	For
1.5	Elect Director John G. Morikis	For
1.6	Elect Director Christine A. Poon	For
1.7	Elect Director John M. Stropki	For
1.8	Elect Director Michael H. Thaman	For
1.9	Elect Director Matthew Thornton, III	For
1.10	Elect Director Steven H. Wunning	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## THE SHERWIN-WILLIAMS 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	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

## The Southern Company

**Meeting Date:** 05/23/2018      **Country:** USA      **Primary Security ID:** 842587107  
**Record Date:** 03/26/2018      **Meeting Type:** Annual

**Primary CUSIP:** 842587107

**Shares Voted:** 532

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Juanita Powell Baranco  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Jon A. Boscia	For
1c	Elect Director Henry A. "Hal" Clark, III	For
1d	Elect Director Thomas A. Fanning	For
1e	Elect Director David J. Grain	For
1f	Elect Director Veronica M. Hagen	For
1g	Elect Director Linda P. Hudson	For
1h	Elect Director Donald M. James	For
1i	Elect Director John D. Johns	For
1j	Elect Director Dale E. Klein	For
1k	Elect Director Ernest J. Moniz	For
1l	Elect Director William G. Smith, Jr.	For
1m	Elect Director Steven R. Specker	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Southern Company

Proposal Number	Proposal Text	Vote Instruction
1n	Elect Director Larry D. Thompson	For
1o	Elect Director E. Jenner Wood, 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	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	Amend Proxy Access Right	For
<i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>		

## The TJX Companies, Inc.

<b>Meeting Date:</b> 06/05/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 872540109
<b>Record Date:</b> 04/09/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 872540109		
<b>Shares Voted:</b> 334		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Zein Abdalla	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1.2	Elect Director Alan M. Bennett	For
1.3	Elect Director David T. Ching	For
1.4	Elect Director Ernie Herrman	For
1.5	Elect Director Michael F. Hines	For
1.6	Elect Director Amy B. Lane	For
1.7	Elect Director Carol Meyrowitz	For
1.8	Elect Director Jackwyn L. Nemerov	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The TJX Companies, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.9	Elect Director John F. O'Brien	For
1.10	Elect Director Willow B. Shire	For
2	Ratify PricewaterhouseCoopers as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
3	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	Report on Gender, Race, or Ethnicity Pay Gaps	For
	<i>Voter Rationale: This shareholder proposal asks the board to provide a report to reduce the gender pay gap at the company. It appears the company has initiatives to create a more gender balanced organization and is committed to compensating its employees fairly regardless of gender. The report requested by the proponent would help validate that claim, a vote is cast in favor.</i>	
5	Clawback of Incentive Payments	For
	<i>Voter Rationale: This proposal asks the board to adopt a policy to review all bonuses and awards to senior executives when a restatement of the company's financial results occurs and to recoup any incentive-based compensation if specified performance targets were not actually achieved. A vote is cast for this proposal because incentive pay should be paid and retained only if the company legitimately achieves performance benchmarks that are set in advance.</i>	
6	Adopt Policy Regarding Prison Labor in Supply Chain	For
	<i>Voter Rationale: This shareholder proposal requests the Company to develop a policy and provide a report to shareholders that assess the use of prison labor in its supply chain. Prison labor is a billion-dollar industry that has been providing labor to private companies since 1979 where inmates are paid \$0.23 to \$1.15 per hour or sometimes nothing. The Company utilizes opportunistic buying strategies from a universe of 20,000 vendors globally. Although the Company states that it does have a policy that prohibits the use of prison labor which applies to all its vendors and has a factory monitoring and audit program for vendors –the results are not disclosed. The Company acknowledges in its 10-k that the risk factors within their workforce labor costs such as pension and healthcare cost can have significant effects on the Company's results and profitability and the Company is exposed to risks from sources of their merchandise. A vote is cast for this proposal because human rights abuses can lead to a reputational risk that can damage shareholder value.</i>	

## The TJX Cos., Inc.

**Meeting Date:** 10/22/2018

**Country:** USA

**Primary Security ID:** 872540109

**Record Date:** 09/27/2018

**Meeting Type:** Special

**Primary CUSIP:** 872540109

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### The TJX Cos., Inc.

Shares Voted: 403

Proposal Number	Proposal Text	Vote Instruction
1	Increase Authorized Common Stock	For
<i>Voter Rationale: The Company seeks to increase its authorized share capital in order to effectuate a stock split and/or issue of bonus shares. The amount requested is not in excess of what is necessary for the stock split and/or bonus share issuance. Therefore, a vote is cast in favor of the proposal.</i>		

### The Travelers Companies, Inc.

Meeting Date: 05/23/2018

Country: USA

Primary Security ID: 89417E109

Record Date: 03/27/2018

Meeting Type: Annual

Primary CUSIP: 89417E109

Shares Voted: 143

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Alan L. Beller	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director John H. Dasburg	For
1c	Elect Director Janet M. Dolan	For
1d	Elect Director Kenneth M. Duberstein	For
1e	Elect Director Patricia L. Higgins	For
1f	Elect Director William J. Kane	For
1g	Elect Director Clarence Otis, Jr.	For
1h	Elect Director Philip T. (Pete) Ruegger, III	For
1i	Elect Director Todd C. Schermerhorn	For
1j	Elect Director Alan D. Schnitzer	For
1k	Elect Director Donald J. Shepard	For
1l	Elect Director Laurie J. Thomsen	For
2	Ratify KPMG LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Travelers Companies, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Prepare Employment Diversity Report and Report on Diversity Policies  <i>Voter Rationale: This proposal seeks a report from the Company on its Equal Employment policies and practices. The Company asserts it is in full compliance with all legal requirements. This report would be a good way for it to check on that. A vote is cast in favor.</i>	For

## The Walt Disney Company

**Meeting Date:** 03/08/2018      **Country:** USA      **Primary Security ID:** 254687106  
**Record Date:** 01/08/2018      **Meeting Type:** Annual  
**Primary CUSIP:** 254687106

**Shares Voted:** 913

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Susan E. Arnold  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Mary T. Barra	For
1c	Elect Director Safra A. Catz	For
1d	Elect Director John S. Chen	For
1e	Elect Director Francis A. deSouza	For
1f	Elect Director Robert A. Iger	For
1g	Elect Director Maria Elena Lagomasino	For
1h	Elect Director Fred H. Langhammer	For
1i	Elect Director Aylwin B. Lewis	For
1j	Elect Director Mark G. Parker	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Walt Disney Company

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	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
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
5	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
6	Proxy Access Bylaw Amendment <i>Voter Rationale: 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

## The Walt Disney Company

Meeting Date: 07/27/2018

Country: USA

Primary Security ID: 254687106

Record Date: 05/29/2018

Meeting Type: Special

Primary CUSIP: 254687106

Shares Voted: 794

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Walt Disney Company

Proposal Number	Proposal Text	Vote Instruction
	<p><i>Voter Rationale: This proposal seeks shareholder approval of the Company acquiring assets from Twenty-First Century Fox, Inc. (21CF) in a Cash and Stock – Floating Exchange Ratio transaction valued at \$70.4 billion. The Company is a mass media and entertainment firm which is headquartered at the Walt Disney Studios in Burbank, California. 21CF is a multinational mass media company that is based in Midtown Manhattan, New York City. Prior to the Company's acquisition, 21CF will split into two companies, RemainCo and New Fox. RemainCo, the portion of 21CF assets that the Company is acquiring, includes 21CF's television and film studios, sports and cable channels, and a 30 percent investment in Hulu). New Fox will be spun off and listed as publicly traded company. The Board recommends shareholder approval because a) the Board's comprehension of each firm's business operations; b) the opportunity for the combined firm to gain strategic and financial benefits with the increase in content capability; c) the transaction will further the Company's leading position in the global entertainment industry; d) the Board's expectation that the Company's will benefit from increased geographic reach; and an e) the expected cost savings of \$2 billion by 2021. Per the terms of the transaction, each 21CF share will receive \$38.00 per share, at announcement, in cash or Company stock, based on 15-day VWAP of Company when transaction closes (exchange ratio of 0.3324 or 0.4063 Company shares per 21CF(A) share if VWAP of Company is greater than \$114.32 or less than \$93.53, respectively). An opinion has been issued by Guggenheim Securities and J.P. Morgan that the terms are fair to the Company's shareholders. Market reaction to the announcement has been positive. Although there are no issues of concern about the transaction, there are concerns over the prosperous Walt Disney Company whose employees barely survive on low wages, battle with long commutes, and endure poor sleeping conditions in order to maintain their job at Disney. A Walt Disney Company spokesperson disputes claims of inadequate wages, stating that there are opportunities to earn bonuses and overtime. Notwithstanding the low-wage concerns, a vote is cast in favor of this proposal.</i></p>	
2	Adjourn Meeting	For
	<p><i>Voter Rationale: The board seeks shareholder approval to adjourn the meeting, if necessary, to permit further solicitation of proxies if there are insufficient votes at the time of the meeting to approve the transaction. Since the transaction is supported, a vote is cast in favor.</i></p>	

## The Wendy's Company

**Meeting Date:** 06/05/2018      **Country:** USA      **Primary Security ID:** 95058W100  
**Record Date:** 04/09/2018      **Meeting Type:** Annual

**Primary CUSIP:** 95058W100

**Shares Voted:** 512

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### The Wendy's Company

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director Michelle "Mich" J. Mathews-Spradlin	For
1h	Elect Director Matthew H. Peltz	For
1i	Elect Director Todd A. Penegor	For
1j	Elect Director Peter H. Rothschild	For
1k	Elect Director Arthur B. Winkleblack	For
2	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		

### The Western Union Company

<b>Meeting Date:</b> 05/18/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 959802109
<b>Record Date:</b> 03/20/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 959802109		
<b>Shares Voted:</b> 242		

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 Hikmet Ersek	For
1c	Elect Director Richard A. Goodman	For
1d	Elect Director Betsy D. Holden	For
1e	Elect Director Jeffrey A. Joerres	For
1f	Elect Director Roberto G. Mendoza	For
1g	Elect Director Michael A. Miles, Jr.	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Western Union Company

Proposal Number	Proposal Text	Vote Instruction
1h	Elect Director Robert W. Selander	For
1i	Elect Director Frances Fragos Townsend	For
1j	Elect Director Solomon D. Trujillo	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>		
5	Report on Political Contributions	For
<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>		

## The Williams Companies, Inc.

Meeting Date: 05/10/2018

Country: USA

Primary Security ID: 969457100

Record Date: 03/20/2018

Meeting Type: Annual

Primary CUSIP: 969457100

Shares Voted: 437

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Alan S. Armstrong	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>		
1.2	Elect Director Stephen W. Bergstrom	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### The Williams Companies, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.3	Elect Director Stephen I. Chazen	For
1.4	Elect Director Charles I. Cogut	For
1.5	Elect Director Kathleen B. Cooper	For
1.6	Elect Director Michael A. Creel	For
1.7	Elect Director Peter A. Ragauss	For
1.8	Elect Director Scott D. Sheffield	For
1.9	Elect Director Murray D. Smith	For
1.10	Elect Director William H. Spence	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>		

### The Williams Companies, Inc.

<b>Meeting Date:</b> 08/09/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 969457100
<b>Record Date:</b> 07/09/2018	<b>Meeting Type:</b> Special	
<b>Primary CUSIP:</b> 969457100		
<b>Shares Voted:</b> 439		

Proposal Number	Proposal Text	Vote Instruction
1	Increase Authorized Common Stock	For
<i>Voter Rationale: The company seeks to increase the number of common shares authorized. Although the amount requested is in excess of 50% of the amount currently available, the issuance of shares would be for a specific business purpose (consummation of the merger). Therefore, a vote is cast for this proposal.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## The Williams Companies, Inc.

Proposal Number	Proposal Text	Vote Instruction
2	<p>Issue Shares in Connection with Acquisition</p> <p><i>Voter Rationale: This shareholder proposal seeks shareholder approval of the Company acquiring Williams Partners L.P. in a Stock – Fixed exchange transaction valued at \$39.2 billion (at announcement). The Company owns and operates midstream gathering and processing assets, and interstate natural gas pipelines. Williams Partners L.P. owns, operates, develops, and acquires natural gas gathering systems and other midstream energy assets. The Company holds an estimated 73.8 percent of Williams Partners L.P.'s outstanding shares. The Board recommends shareholder approval because: a) the expectation that Company shareholders will benefit from immediate accretion; b) the combined firm would maintain the Federal Energy Regulatory Commission (FERC) allowance (in its rates) for income tax recovery; c) the belief that the cost of capital for the combined firm will be more competitive; and d) the transaction will provide for a straightforward capital and organizational structure. Per the terms of the transaction, each Williams Partners L.P. shareholder will receive 1.494 Company shares per Williams Partners L.P. share: \$40.89 per share at announcement which represents a premium of 6.4% based on the closing prices of the shares on the last day of trading before the transaction was announced. Upon completion of the transaction, Company shareholders will own 68.5 percent of the combined firm. An opinion has been issued by Morgan Stanley that the terms are fair to the Company's shareholders. Market reaction to the announcement has been positive. A vote is cast for this proposal.</i></p>	For
3	<p>Adjourn Meeting</p> <p><i>Voter Rationale: The board seeks shareholder approval to adjourn the meeting, if necessary, to permit further solicitation of proxies if there are insufficient votes at the time of the meeting to approve the transaction. Since the transaction is supported, a vote is cast in favor.</i></p>	For

## Thermo Fisher Scientific Inc.

<b>Meeting Date:</b> 05/23/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 883556102
<b>Record Date:</b> 03/28/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 883556102		
<b>Shares Voted:</b> 212		

Proposal Number	Proposal Text	Vote Instruction
1a	<p>Elect Director Marc N. Casper</p> <p><i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i></p>	For
1b	Elect Director Nelson J. Chai	For
1c	Elect Director C. Martin Harris	For
1d	Elect Director Tyler Jacks	For
1e	Elect Director Judy C. Lewent	For
1f	Elect Director Thomas J. Lynch	For
1g	Elect Director Jim P. Manzi	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Vote Instruction
1h	Elect Director Lars R. Sorensen	For
1i	Elect Director Scott M. Sperling	For
1j	Elect Director Elaine S. Ullian	For
1k	Elect Director Dion J. Weisler	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	Ratify PricewaterhouseCoopers LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

### Tiffany & Co.

<b>Meeting Date:</b> 05/24/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 886547108
<b>Record Date:</b> 03/26/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 886547108		
<b>Shares Voted:</b> 54		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Alessandro Bogliolo	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 Rose Marie Bravo	For
1c	Elect Director Roger N. Farah	For
1d	Elect Director Lawrence K. Fish	For
1e	Elect Director Abby F. Kohnstamm	For
1f	Elect Director James E. Lillie	For
1g	Elect Director William A. Shutzer	For
1h	Elect Director Robert S. Singer	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Tiffany & Co.

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

### T-Mobile US, Inc.

<b>Meeting Date:</b> 06/13/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 872590104
<b>Record Date:</b> 04/17/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 872590104		
<b>Shares Voted:</b> 200		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Thomas Dannenfeldt	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. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees.</i>		
1.2	Elect Director Srikant M. Datar	For
1.3	Elect Director Lawrence H. Guffey	For
1.4	Elect Director Timotheus Hottges	Withhold
1.5	Elect Director Bruno Jacobfeuerborn	Withhold
1.6	Elect Director Raphael Kubler	Withhold
1.7	Elect Director Thorsten Langheim	Withhold
1.8	Elect Director John J. Legere	Withhold
1.9	Elect Director G. Michael (Mike) Sievert	Withhold

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### T-Mobile US, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.10	Elect Director Olaf Swantee	Withhold
1.11	Elect Director Teresa A. Taylor	Withhold
1.12	Elect Director Kelvin R. Westbrook	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	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 5.18% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>		
4	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>		
5	Pro-rata Vesting of Equity Awards	For
<i>Voter Rationale: This shareholder proposal requests that the board adopt a policy that in the event of a change of control of the Company, there should be no acceleration in the vesting of any equity award to a senior executive, provided that any unvested award may vest on a pro rata basis up to the day of termination. To the extent any such unvested awards are based on performance, the performance goals must have been met. Such a policy would be in the best interests of shareholders. A vote is cast in favor.</i>		

### T-Mobile US, Inc.

Meeting Date: 11/28/2018

Country: USA

Primary Security ID: 872590104

Record Date: 10/01/2018

Meeting Type: Written Consent

Primary CUSIP: 872590104

Shares Voted: 0

Proposal Number	Proposal Text	Vote Instruction
1	Issue Shares in Connection with Merger	Do Not Vote
2a	Increase Authorized Common Stock	Do Not Vote
2b	Amend the Director Designation Rights of Deutsche Telekom AG and Add Director Designation Rights of SoftBank Group Corp.	Do Not Vote

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## T-Mobile US, Inc.

Proposal Number	Proposal Text	Vote Instruction
2c	Approve the Addition of Approval Rights of SoftBank Group Corp.	Do Not Vote

## Torchmark Corporation

**Meeting Date:** 04/26/2018      **Country:** USA      **Primary Security ID:** 891027104  
**Record Date:** 03/02/2018      **Meeting Type:** Annual

**Primary CUSIP:** 891027104

**Shares Voted:** 65

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Charles E. Adair	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 Linda L. Addison	For
1.3	Elect Director Marilyn A. Alexander	For
1.4	Elect Director Cheryl D. Alston	For
1.5	Elect Director David L. Boren	For
1.6	Elect Director Jane M. Buchan	For
1.7	Elect Director Gary L. Coleman	For
1.8	Elect Director Larry M. Hutchison	For
1.9	Elect Director Robert W. Ingram	For
1.10	Elect Director Steven P. Johnson	For
1.11	Elect Director Darren M. Rebelez	For
1.12	Elect Director Lamar C. Smith	For
1.13	Elect Director Mary E. Thigpen	For
1.14	Elect Director Paul J. Zucconi	For
2	Ratify Deloitte & Touche LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Torchmark Corporation

Proposal Number	Proposal Text	Vote Instruction
3	Approve Omnibus Stock Plan  <i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 15.59% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For

## Total System Services, Inc.

<b>Meeting Date:</b> 04/26/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 891906109
<b>Record Date:</b> 02/16/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 891906109		
<b>Shares Voted:</b> 101		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director F. Thaddeus Arroyo  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a 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 Kriss Cloninger, III	Against
1c	Elect Director Walter W. Driver, Jr.	For
1d	Elect Director Sidney E. Harris	For
1e	Elect Director William M. Isaac	For
1f	Elect Director Mason H. Lampton	For
1g	Elect Director Connie D. McDaniel	For
1h	Elect Director Richard A. Smith	For
1i	Elect Director Philip W. Tomlinson	Against
1j	Elect Director John T. Turner	For
1k	Elect Director Richard W. Ussery	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Total System Services, Inc.

Proposal Number	Proposal Text	Vote Instruction
1	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>		

### Tractor Supply Company

**Meeting Date:** 05/10/2018      **Country:** USA      **Primary Security ID:** 892356106  
**Record Date:** 03/12/2018      **Meeting Type:** Annual

**Primary CUSIP:** 892356106

**Shares Voted:** 66

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Cynthia T. Jamison	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 Peter D. Bewley	For
1.3	Elect Director Denise L. Jackson	For
1.4	Elect Director Thomas A. Kingsbury	For
1.5	Elect Director Ramkumar Krishnan	For
1.6	Elect Director George MacKenzie	For
1.7	Elect Director Edna K. Morris	For
1.8	Elect Director Mark J. Weikel	For
1.9	Elect Director Gregory A. Sandfort	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Tractor Supply Company

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	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 15.00% 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

## TransDigm Group Incorporated

<b>Meeting Date:</b> 03/20/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 893641100
<b>Record Date:</b> 01/22/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 893641100		
<b>Shares Voted:</b> 29		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director David Barr <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees. A vote is cast to withhold from members of the nominating committee given the lack of gender diversity on the board.</i>	For
1.2	Elect Director William Dries	Withhold
1.3	Elect Director Mervin Dunn	Withhold
1.4	Elect Director Michael Graff	For
1.5	Elect Director Sean Hennessy	For
1.6	Elect Director W. Nicholas Howley	For
1.7	Elect Director Raymond Laubenthal	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## TransDigm Group Incorporated

Proposal Number	Proposal Text	Vote Instruction
1.8	Elect Director Gary E. McCullough	For
1.9	Elect Director Douglas Peacock	For
1.10	Elect Director Robert Small	For
1.11	Elect Director John Staer	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		
3	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>		

## Tribune Media Company

Meeting Date: 05/30/2018

Country: USA

Primary Security ID: 896047503

Record Date: 04/06/2018

Meeting Type: Annual

Primary CUSIP: 896047503

Shares Voted: 100

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Peter M. Kern	Withhold
<i>Voter Rationale: A vote is cast to withhold on all nominees for failing to acknowledge a vote that received low level of support. This shows a lack of responsiveness to shareholder concerns and is not in the best interests of shareholders.</i>		
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 PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## TripAdvisor, Inc.

**Meeting Date:** 06/21/2018

**Country:** USA

**Primary Security ID:** 896945201

**Record Date:** 04/23/2018

**Meeting Type:** Annual

**Primary CUSIP:** 896945201

**Shares Voted:** 57

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Gregory B. Maffei <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders. The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees.</i>	Withhold
1.2	Elect Director Stephen Kaufer	Withhold
1.3	Elect Director Jay C. Hoag	For
1.4	Elect Director Dipchand 'Deep' Nishar	For
1.5	Elect Director Jeremy Philips	For
1.6	Elect Director Spencer M. Rascoff	For
1.7	Elect Director Albert E. Rosenthaler	Withhold
1.8	Elect Director Robert S. Wiesenthal	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	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 20.48% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
5	Advisory Vote on Say on Pay Frequency <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Twenty-First Century Fox, Inc.

**Meeting Date:** 07/27/2018

**Country:** USA

**Primary Security ID:** 90130A101

**Record Date:** 05/29/2018

**Meeting Type:** Special

**Primary CUSIP:** 90130A101

**Shares Voted:** 464

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement  <i>Voter Rationale: This proposal seeks shareholder approval of the Company's being acquired by The Walt Disney Company ("Disney") through a cash and stock transaction valued at \$70.4 billion. The Company operates as a diversified media and entertainment company primarily in the United States, the United Kingdom, Continental Europe, Asia, and Latin America. The Company will split into two companies, RemainCo and New Fox. RemainCo will be the assets that the Walt Disney Company will be acquiring which include Twentieth Century Fox Film and TV studio; U.S. cable networks including FX and regional sports channels; international assets including Sky PLC and Star India; and a 30 percent stake in streaming service Hulu. New Fox will be spun off and listed as a publicly traded company. The Board recommends shareholder approval because Disney raised its offer from 2017 which represents a 36 percent increase from its original proposal; the proposal puts a collar on the stock portion where the Company's shareholders would receive Disney shares equal to the \$38 price; the form of consideration is balanced to include 50 percent cash and 50 percent stock permitting shareholders to participate in the potential profits of the combined company. Fox shareholders would own 19 percent of the combined company; the potential growth of the Company's brands to partake in the expanding global media and entertainment industry. Per the terms of the acquisition, each share of the Company will receive \$38.00 in cash or stock, representing a 52.2 percent premium over the unaffected trading price date, 11/3/2017. Goldman Sachs and Centerview Partners issued a fairness opinion and the market reaction has been positive. For those reasons, a vote is cast in favor.</i>	For
2	Approve Distribution Agreement  <i>Voter Rationale: See item 1.</i>	For
3	Amend Charter Regarding Hook Stock  <i>Voter Rationale: This proposal seeks shareholder approval to void an amendment to its certificate of incorporation that provides hook stock shares held by the Company's wholly-owned subsidiaries. The amendment states that subsidiary-owned shares would be entitled to the receipt of any consideration payable to holders of Class A or Class B common stock in the event of a merger. In this case, the hook shares will not participate in the distribution of New Fox and remain as outstanding shares of Twenty-First Century Fox, Inc. where holders of hook stock may receive the Walt Disney Company ("Disney") series B convertible preferred stock or Disney common stock which will be determined by the Disney board prior to the closing. This proposal is a closing condition for the merger with Disney. Therefore, a vote is cast in favor.</i>	For
4	Adjourn Meeting  <i>Voter Rationale: This proposal seeks to adjourn the meeting. Since all matters on the ballot are not being supported, a vote is cast against.</i>	Against
5	Advisory Vote on Golden Parachutes  <i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide: a total payment in excess of 2.99 times salary and bonus; a gross up for excise taxes; that a recipient can receive cash payments and accelerated vesting of unvested equity awards even if he or she does not lose his job; for accelerated vesting of unvested equity awards in an amount that is excessive. Therefore, a vote is cast against.</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Twenty-First Century Fox, Inc.

**Meeting Date:** 07/27/2018      **Country:** USA      **Primary Security ID:** 90130A101  
**Record Date:** 05/29/2018      **Meeting Type:** Special

**Primary CUSIP:** 90130A101

**Shares Voted:** 1,112

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement  <i>Voter Rationale: This proposal seeks shareholder approval of the Company's being acquired by The Walt Disney Company ("Disney") through a cash and stock transaction valued at \$70.4 billion. The Company operates as a diversified media and entertainment company primarily in the United States, the United Kingdom, Continental Europe, Asia, and Latin America. The Company will split into two companies, RemainCo and New Fox. RemainCo will be the assets that the Walt Disney Company will be acquiring which include Twentieth Century Fox Film and TV studio; U.S. cable networks including FX and regional sports channels; international assets including Sky PLC and Star India; and a 30 percent stake in streaming service Hulu. New Fox will be spun off and listed as a publicly traded company. The Board recommends shareholder approval because Disney raised its offer from 2017 which represents a 36 percent increase from its original proposal; the proposal puts a collar on the stock portion where the Company's shareholders would receive Disney shares equal to the \$38 price; the form of consideration is balanced to include 50 percent cash and 50 percent stock permitting shareholders to participate in the potential profits of the combined company. Fox shareholders would own 19 percent of the combined company; the potential growth of the Company's brands to partake in the expanding global media and entertainment industry. Per the terms of the acquisition, each share of the Company will receive \$38.00 in cash or stock, representing a 52.2 percent premium over the unaffected trading price date, 11/3/2017. Goldman Sachs and Centerview Partners issued a fairness opinion and the market reaction has been positive. For those reasons, a vote is cast in favor.</i>	For
2	Approve Distribution Agreement  <i>Voter Rationale: See Item 1.</i>	For

### Twenty-First Century Fox, Inc.

**Meeting Date:** 11/14/2018      **Country:** USA      **Primary Security ID:** 90130A101  
**Record Date:** 09/17/2018      **Meeting Type:** Annual

**Primary CUSIP:** 90130A101

**Shares Voted:** 952

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director K. Rupert Murdoch AC  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority. There is no such a majority here and some incumbent nominees failed to attend 75% of their meetings without a valid excuse. A vote is cast in favor of all outsiders and withheld from the insiders and the nominee with such poor attendance record.</i>	Against
1b	Elect Director Lachlan K. Murdoch	Against
1c	Elect Director Delphine Arnault	For
1d	Elect Director James W. Breyer	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Twenty-First Century Fox, Inc.

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director Chase Carey	Against
1f	Elect Director David F. DeVoe	Against
1g	Elect Director Roderick I. Eddington	For
1h	Elect Director James R. Murdoch	Against
1i	Elect Director Jacques Nasser AC	For
1j	Elect Director Robert S. Silberman	For
1k	Elect Director Tidjane Thiam	Against
2	Ratify Ernst & Young LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
<i>Voter Rationale: This proposal eliminates a dual class stock with different voting and dividend rights. It is best for all shareholders to be treated equally. A vote is cast for the proposal.</i>		

### Tyson Foods, Inc.

<b>Meeting Date:</b> 02/08/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 902494103
<b>Record Date:</b> 12/11/2017	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 902494103		
<b>Shares Voted:</b> 174		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John Tyson	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Tyson Foods, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: The Company's Chairman of the Board, John Tyson pledged 1.46 million shares of the Company's common stock as security valued at \$102.6 million, which represents 0.40% of the Company's outstanding shares and 56.7% of the Director's total. Pledging of company stock at any amount as collateral for a loan is not a responsible use of equity and may have a detrimental impact on shareholders if the officer or director is forced to sell company stock, for example to meet a margin call. The forced sale of a significant amount of company stock could potentially have a negative impact on the company's stock price, and may also violate company insider trading policies. In addition, pledging of shares may be utilized as part of hedging or monetization strategies that would potentially immunize an executive against economic exposure to the company's stock, even while maintaining voting rights. This is especially concerning in this case, given the magnitude of the pledged shares, as any forced sale of such shares could have a significant impact on the company's stock price. That is not in the best interests of shareholders. Therefore, a vote is cast against all incumbent nominees to the board.</i>	
1b	Elect Director Gaurdie E. Banister, Jr.	Against
1c	Elect Director Dean Banks	For
1d	Elect Director Mike Beebe	Against
1e	Elect Director Mikel A. Durham	Against
1f	Elect Director Tom Hayes	Against
1g	Elect Director Kevin M. McNamara	Against
1h	Elect Director Cheryl S. Miller	Against
1i	Elect Director Jeffrey K. Schomburger	Against
1j	Elect Director Robert Thurber	Against
1k	Elect Director Barbara A. Tyson	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
3	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>	
4	Report on Lobbying Payments and Policy	For
	<i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Tyson Foods, Inc.

Proposal Number	Proposal Text	Vote Instruction
5	Implement a Water Quality Stewardship Policy  <i>Voter Rationale: This shareholder proposal seeks to have the Company adopt and implement a water stewardship policy that outlines leading practices to improve water quality for all company-owned facilities, facilities under contract to it, and suppliers. The proponent contends that the company "is exposed to environmental, reputational, and financial risks associated with water pollution from animal feed and byproducts." The Company's proxy statement discloses it is currently involved in litigation alleging fish kill and odor issues regarding its plant in Monett, Missouri, and pollution of the Illinois River Watershed. In recent years it has also settled claims of additional water contamination products. Shareholders would benefit from the adoption of a water stewardship policy, as it would allow them to better understand how the company is managing this issue, and also help alleviate any potential reputational and financial risks related to effluent discharges and runoff. Therefore a vote is cast in favor.</i>	For

## U.S. Bancorp

Meeting Date: 04/17/2018

Country: USA

Primary Security ID: 902973304

Record Date: 02/20/2018

Meeting Type: Annual

Primary CUSIP: 902973304

Shares Voted: 953

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Warner L. Baxter  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Marc N. Casper	For
1c	Elect Director Andrew Cecere	For
1d	Elect Director Arthur D. Collins, Jr.	For
1e	Elect Director Kimberly J. Harris	For
1f	Elect Director Roland A. Hernandez	For
1g	Elect Director Doreen Woo Ho	For
1h	Elect Director Olivia F. Kirtley	For
1i	Elect Director Karen S. Lynch	For
1j	Elect Director Richard P. McKenney	For
1k	Elect Director David B. O'Maley	For
1l	Elect Director O'dell M. Owens	For
1m	Elect Director Craig D. Schnuck	For
1n	Elect Director Scott W. Wine	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### U.S. Bancorp

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is excessive. Therefore, a vote is cast against the appointment of auditors.</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

### UDR, Inc.

Meeting Date: 05/24/2018      Country: USA      Primary Security ID: 902653104  
Record Date: 03/26/2018      Meeting Type: Annual

Primary CUSIP: 902653104

Shares Voted: 142

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Katherine A. Cattanaach <i>Voter Rationale: A vote is cast to withhold on all nominees except for those nominees who are new to the board because the board's actions diminished shareholder rights without shareholder approval.</i>	Against
1b	Elect Director Robert P. Freeman	Against
1c	Elect Director Jon A. Grove	Against
1d	Elect Director Mary Ann King	Against
1e	Elect Director James D. Klingbeil	Against
1f	Elect Director Clint D. McDonnough	Against
1g	Elect Director Robert A. McNamara	Against
1h	Elect Director Mark R. Patterson	Against
1i	Elect Director Lynne B. Sagalyn	Against
1j	Elect Director Thomas W. Toomey	Against
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### UDR, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Amend Charter to Permit Stockholders to Amend Bylaws  <i>Voter Rationale: This proposal seeks shareholder approval of the elimination of Section 8.1 of the Company's articles which affords the Board the right to adopt, amend, or repeal the bylaws. Upon approval of this proposal, the Board will modify Section 8.5 of the bylaws to provide shareholders the right to amend bylaws by a majority vote of outstanding shares. In the event of non-approval, the Board maintains sole power. Providing shareholders with the ability to amend the company's governing documents by a majority vote of the outstanding shares would be a step in the positive direction for the company and would enhance the company's corporate governance structure. A vote is cast in favor of the proposal.</i>	For

### Ulta Beauty, Inc.

**Meeting Date:** 06/06/2018

**Country:** USA

**Primary Security ID:** 90384S303

**Record Date:** 04/09/2018

**Meeting Type:** Annual

**Primary CUSIP:** 90384S303

**Shares Voted:** 31

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert F. DiRomualdo  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 A. Halligan	For
1.3	Elect Director George R. Mrkonic	For
1.4	Elect Director Lorna E. Nagler	For
1.5	Elect Director Sally E. Blount	For
2	Ratify Ernst & Young LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Ulta Beauty, Inc.

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

### Under Armour, Inc.

Meeting Date: 05/09/2018 Country: USA Primary Security ID: 904311107  
Record Date: 02/23/2018 Meeting Type: Annual

Primary CUSIP: 904311107

Shares Voted: 112

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Kevin A. Plank	Withhold
<i>Voter Rationale: A vote is cast to withhold on all nominees except for those nominees who are new to the board because the board's actions diminished shareholder rights without shareholder approval.</i>		
1.2	Elect Director George W. Bodenheimer	Withhold
1.3	Elect Director Douglas E. Coltharp	Withhold
1.4	Elect Director Jerri L. DeVard	Withhold
1.5	Elect Director Karen W. Katz	Withhold
1.6	Elect Director A.B. Krongard	Withhold
1.7	Elect Director William R. McDermott	Withhold
1.8	Elect Director Eric T. Olson	Withhold
1.9	Elect Director Harvey L. Sanders	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	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Union Pacific Corporation

Meeting Date: 05/10/2018

Country: USA

Primary Security ID: 907818108

Record Date: 03/09/2018

Meeting Type: Annual

Primary CUSIP: 907818108

Shares Voted: 414

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Andrew H. Card, Jr. <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	For
1b	Elect Director Erroll B. Davis, Jr.	For
1c	Elect Director David B. Dillon	For
1d	Elect Director Lance M. Fritz	For
1e	Elect Director Deborah C. Hopkins	For
1f	Elect Director Jane H. Lute	For
1g	Elect Director Michael R. McCarthy	For
1h	Elect Director Thomas F. McLarty, III	For
1i	Elect Director Bhavesh V. Patel	Against
1j	Elect Director Jose H. Villarreal	For
2	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## United Continental Holdings, Inc.

Meeting Date: 05/23/2018

Country: USA

Primary Security ID: 910047109

Record Date: 04/02/2018

Meeting Type: Annual

Primary CUSIP: 910047109

Shares Voted: 128

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Carolyn Corvi <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Jane C. Garvey	For
1.3	Elect Director Barney Harford	For
1.4	Elect Director Michele J. Hooper	For
1.5	Elect Director Walter Isaacson	For
1.6	Elect Director James A. C. Kennedy	For
1.7	Elect Director Oscar Munoz	For
1.8	Elect Director William R. Nuti	For
1.9	Elect Director Edward M. Philip	For
1.10	Elect Director Edward L. Shapiro	For
1.11	Elect Director David J. Vitale	For
1.12	Elect Director James M. Whitehurst	For
2	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## United Parcel Service, Inc.

**Meeting Date:** 05/10/2018

**Country:** USA

**Primary Security ID:** 911312106

**Record Date:** 03/12/2018

**Meeting Type:** Annual

**Primary CUSIP:** 911312106

**Shares Voted:** 361

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director David P. Abney <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or 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 Rodney C. Adkins	Against
1c	Elect Director Michael J. Burns	For
1d	Elect Director William R. Johnson	For
1e	Elect Director Candace Kendle	For
1f	Elect Director Ann M. Livermore	For
1g	Elect Director Rudy H.P. Markham	For
1h	Elect Director Franck J. Moison	For
1i	Elect Director Clark "Sandy" T. Randt, Jr.	For
1j	Elect Director Christiana Smith Shi	For
1k	Elect Director John T. Stankey	For
1l	Elect Director Carol B. Tome	For
1m	Elect Director Kevin M. Warsh	For
2	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. 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
3	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## United Parcel Service, Inc.

Proposal Number	Proposal Text	Vote Instruction
4	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share <i>Voter Rationale: This proposal seeks approval for the Company to recapitalize to give each share the same voting right. That is in shareholders' best interest. A vote is cast in favor.</i>	For
6	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation <i>Voter Rationale: This shareholder proposal requests that the Board Compensation Committee consider non-financial factors, including social and environmental concerns in determining compensation for top executives. A vote is cast for this proposal because social and environmental accountability are important business goals to reverse global trends of waste and degradation and the most effective way for the Company to achieve that is by tying executive compensation to it.</i>	For

## United Rentals, Inc.

<b>Meeting Date:</b> 05/09/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 911363109
<b>Record Date:</b> 03/12/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 911363109		
<b>Shares Voted:</b> 44		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jose B. Alvarez <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	For
1.2	Elect Director Jenne K. Britell	For
1.3	Elect Director Marc A. Bruno	For
1.4	Elect Director Bobby J. Griffin	For
1.5	Elect Director Terri L. Kelly	For
1.6	Elect Director Michael J. Kneeland	For
1.7	Elect Director Gracia C. Martore	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### United Rentals, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.8	Elect Director Jason D. Papastavrou	For
1.9	Elect Director Filippo Passerini	Against
1.10	Elect Director Donald C. Roof	For
1.11	Elect Director Shiv Singh	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>		
4	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>		

### United Technologies Corporation

Meeting Date: 04/30/2018

Country: USA

Primary Security ID: 913017109

Record Date: 03/02/2018

Meeting Type: Annual

Primary CUSIP: 913017109

Shares Voted: 450

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lloyd J. Austin, III	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 Diane M. Bryant	For
1c	Elect Director John V. Faraci	For
1d	Elect Director Jean-Pierre Garnier	For
1e	Elect Director Gregory J. Hayes	For
1f	Elect Director Ellen J. Kullman	For
1g	Elect Director Marshall O. Larsen	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## United Technologies Corporation

Proposal Number	Proposal Text	Vote Instruction
1h	Elect Director Harold W. McGraw, III	For
1i	Elect Director Margaret L. O'Sullivan	For
1j	Elect Director Fredric G. Reynolds	For
1k	Elect Director Brian C. Rogers	For
1l	Elect Director Christine Todd Whitman	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	Approve Omnibus Stock Plan	Against
	<i>Voter Rationale: A stock plan for key executives is established by this proposal. In order to reward past superior performance and to encourage that performance in the future, such plans must specify performance standards for the granting of options. Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 12.29% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	
4	Ratify PricewaterhouseCoopers LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
5	Eliminate Supermajority Vote Requirement to Approve Certain 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>	
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	

## UnitedHealth Group Incorporated

Meeting Date: 06/04/2018

Country: USA

Primary Security ID: 91324P102

Record Date: 04/10/2018

Meeting Type: Annual

Primary CUSIP: 91324P102

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## UnitedHealth Group Incorporated

Shares Voted: 511

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director William C. Ballard, Jr.  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Richard T. Burke	For
1c	Elect Director Timothy P. Flynn	For
1d	Elect Director Stephen J. Hemsley	For
1e	Elect Director Michele J. Hooper	For
1f	Elect Director F. William McNabb, III	For
1g	Elect Director Valerie C. Montgomery Rice	For
1h	Elect Director Glenn M. Renwick	For
1i	Elect Director Kenneth I. Shine	For
1j	Elect Director David S. Wichmann	For
1k	Elect Director Gail R. Wilensky	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	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

## Universal Corporation

Meeting Date: 08/02/2018

Country: USA

Primary Security ID: 913456109

Record Date: 06/12/2018

Meeting Type: Annual

Primary CUSIP: 913456109

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Universal Corporation

Shares Voted: 100

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Diana F. Cantor	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Robert C. Sledd	For
1.3	Elect Director Thomas H. Tullidge, Jr.	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	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>	

## Universal Health Services, Inc.

Meeting Date: 05/16/2018

Country: USA

Primary Security ID: 913903100

Record Date: 03/20/2018

Meeting Type: Annual

Primary CUSIP: 913903100

Shares Voted: 46

Proposal Number	Proposal Text	Vote Instruction
1	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>	
2	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: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Unum Group

**Meeting Date:** 05/24/2018

**Country:** USA

**Primary Security ID:** 91529Y106

**Record Date:** 03/26/2018

**Meeting Type:** Annual

**Primary CUSIP:** 91529Y106

**Shares Voted:** 117

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Theodore H. Bunting, Jr.  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of 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 E. Michael Caulfield	For
1.3	Elect Director Susan D. DeVore	For
1.4	Elect Director Joseph J. Echevarria	For
1.5	Elect Director Cynthia L. Egan	For
1.6	Elect Director Kevin T. Kabat	For
1.7	Elect Director Timothy F. Keaney	For
1.8	Elect Director Gloria C. Larson	For
1.9	Elect Director Richard P. McKenney	For
1.10	Elect Director Ronald P. O'Hanley	For
1.11	Elect Director Francis J. Shammo	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
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	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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Valero Energy Corporation

**Meeting Date:** 05/03/2018

**Country:** USA

**Primary Security ID:** 91913Y100

**Record Date:** 03/06/2018

**Meeting Type:** Annual

**Primary CUSIP:** 91913Y100

**Shares Voted:** 230

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director H. Paulett Eberhart <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 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 Stephen M. Waters	For
1I	Elect Director Randall J. Weisenburger	For
1J	Elect Director Rayford Wilkins, Jr.	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	Remove 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
5	Provide Right to Act by Written Consent <i>Voter Rationale: This proposal allows shareholders to act by written consent. If the majority of shareholders wish to exercise their ownership rights by written consent, they should be allowed to do so. A vote is cast in favor.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Varian Medical Systems, Inc.

**Meeting Date:** 02/08/2018

**Country:** USA

**Primary Security ID:** 92220P105

**Record Date:** 12/11/2017

**Meeting Type:** Annual

**Primary CUSIP:** 92220P105

**Shares Voted:** 55

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Jose Baselga <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	Withhold
1.2	Elect Director Susan L. Bostrom	For
1.3	Elect Director Judy Bruner	For
1.4	Elect Director Jean-Luc Butel	For
1.5	Elect Director Regina E. Dugan	For
1.6	Elect Director R. Andrew Eckert	For
1.7	Elect Director Timothy E. Guertin	For
1.8	Elect Director David J. Illingworth	For
1.9	Elect Director Dow R. Wilson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 12.82% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Vector Group Ltd.

**Meeting Date:** 04/25/2018 **Country:** USA **Primary Security ID:** 92240M108

**Record Date:** 02/27/2018 **Meeting Type:** Annual

**Primary CUSIP:** 92240M108

**Shares Voted:** 247

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Bennett S. LeBow <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Howard M. Lorber	For
1.3	Elect Director Ronald J. Bernstein	For
1.4	Elect Director Stanley S. Arkin	For
1.5	Elect Director Henry C. Beinstein	For
1.6	Elect Director Paul V. Carlucci	For
1.7	Elect Director Jeffrey S. Podell	For
1.8	Elect Director Jean E. Sharpe	For
1.9	Elect Director Barry Watkins	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
3	Ratify Deloitte & Touche LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
4	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

## Ventas, Inc.

**Meeting Date:** 05/15/2018 **Country:** USA **Primary Security ID:** 92276F100

**Record Date:** 03/16/2018 **Meeting Type:** Annual

**Primary CUSIP:** 92276F100

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Ventas, Inc.

Shares Voted: 187

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Melody C. Barnes	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1B	Elect Director Debra A. Cafaro	For
1C	Elect Director Jay M. Gellert	For
1D	Elect Director Richard I. Gilchrist	For
1E	Elect Director Matthew J. Lustig	For
1F	Elect Director Roxanne M. Martino	For
1G	Elect Director Walter C. Rakowich	For
1H	Elect Director Robert D. Reed	For
1I	Elect Director James D. Shelton	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>	

### VeriSign, Inc.

Meeting Date: 05/24/2018

Country: USA

Primary Security ID: 92343E102

Record Date: 03/29/2018

Meeting Type: Annual

Primary CUSIP: 92343E102

Shares Voted: 44

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director D. James Bidzos	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### VeriSign, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Kathleen A. Cote	For
1.3	Elect Director Thomas F. Frist, III	For
1.4	Elect Director Jamie S. Gorelick	For
1.5	Elect Director Roger H. Moore	For
1.6	Elect Director Louis A. Simpson	For
1.7	Elect Director Timothy Tomlinson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify KPMG LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	

### Verisk Analytics, Inc.

<b>Meeting Date:</b> 05/16/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 92345Y106
<b>Record Date:</b> 03/19/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 92345Y106		

Shares Voted: 82

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Samuel G. Liss	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 Therese M. Vaughan	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Verisk Analytics, Inc.

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

## Verizon Communications Inc.

<b>Meeting Date:</b> 05/03/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 92343V104
<b>Record Date:</b> 03/05/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 92343V104		

**Shares Voted:** 2,170

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	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 Mark T. Bertolini	For
1.3	Elect Director Richard L. Carrion	For
1.4	Elect Director Melanie L. Healey	For
1.5	Elect Director M. Frances Keeth	For
1.6	Elect Director Lowell C. McAdam	For
1.7	Elect Director Clarence Otis, Jr.	For
1.8	Elect Director Rodney E. Slater	For
1.9	Elect Director Kathryn A. Tesija	For
1.10	Elect Director Gregory D. Wasson	For
1.11	Elect Director Gregory G. Weaver	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Verizon Communications Inc.

Proposal Number	Proposal Text	Vote Instruction
2	Ratify Ernst & Young 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	Amend Bylaws -- Call Special Meetings  <i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	For
5	Report on Lobbying Payments and Policy  <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For
6	Require Independent Board Chairman  <i>Voter Rationale: This proposal seeks to separate the offices of chairman of the board and chief executive and have an independent serve as the chair. The chair should be in a position to oversee and monitor the CEO. That can only happen if different people hold the positions and the chair is independent. A vote is cast in favor.</i>	For
7	Assess Feasibility of Cyber Security and Data Privacy as a Performance Measure for Senior Executive Compensation  <i>Voter Rationale: The proponent requests the board to provide a report on the possibility of incorporating cyber security and data privacy metrics into executive pay incentives. The proponent (The Park Foundation) and co-sponsor (Trillium Asset Management), argue that senior executives' performance measures under the Company's compensation plan be linked with cyber security and data privacy metrics. The proponents question the Company's data privacy and security policies, noting the 2017 data breaches that evolved from the Company's acquisition Yahoo. The proponents also points out that the Company's new media and advertising company (Oath), which is a product of AOL and Yahoo combined, will provide information to third party vendors and partners with reliance upon the security policies of the third party vendor. The Board questions the connection between the cyber security breach prevention and an executive's compensation, stating that the proponents' arguments are unsubstantiated as there is no way to measure success as it relates to the area of cyber security and data privacy. Cyber security is a national security issue. Given the negative effects that cyber security can present to the Company's reputation and performance, information on the Company's actions to prevent future cyber-attacks, would be in the best interest of shareholders. A vote is cast in favor of this proposal.</i>	For
8	Clawback of Incentive Payments  <i>Voter Rationale: This proposal asks the board to adopt a policy to review all bonuses and awards to senior executives when a restatement of the company's financial results occurs and to recoup any incentive-based compensation if specified performance targets were not actually achieved. A vote is cast for this proposal because incentive pay should be paid and retained only if the company legitimately achieves performance benchmarks that are set in advance.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Verizon Communications Inc.

Proposal Number	Proposal Text	Vote Instruction
9	Eliminate Above-Market Earnings in Executive Retirement Plans	For
<i>Voter Rationale: This shareholder proposal requests the Company's adoption of a policy that prohibits above-market earnings for senior executives on certain retirement and deferred income accounts. The proponent, the Association of BellTel Retirees Inc., points out that non-senior executive officers receive far less generous retirement savings benefits than senior executives. The proponent contends that the deferred compensation plans allow the senior executives to defer compensation beyond the IRS limits. The proponent goes on to say that executives can benefit from above-market earnings irrespective of performance. The Board argues that returns generated in the Executive Deferral Plan do not exceed market returns and that the reported above-market earnings are due to amounts earned under the Moody's investment option, which reflects the high-grade corporate bond yield average. The Board disputes the characterization of the returns on the Moody's investment option as above-market earnings. In addition to not being a market best practice, this type of retirement fund would be more costly to shareholders. It is in the shareholders' best interest to have executive compensation linked to performance. A vote is cast for this proposal.</i>		

### Vertex Pharmaceuticals Incorporated

**Meeting Date:** 05/17/2018      **Country:** USA      **Primary Security ID:** 92532F100  
**Record Date:** 03/29/2018      **Meeting Type:** Annual

**Primary CUSIP:** 92532F100

**Shares Voted:** 134

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Sangeeta N. Bhatia	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 Jeffrey M. Leiden	For
1.3	Elect Director Bruce I. Sachs	For
2	Reduce Supermajority Vote Requirement	For
<i>Voter Rationale: This proposal eliminates a supermajority requirement on any matters subjected to shareholder approval. If a majority of shareholders want to act, a simple majority should be sufficient. A vote is cast in favor.</i>		
3	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 11.82% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Vertex Pharmaceuticals Incorporated

Proposal Number	Proposal Text	Vote Instruction
4	Ratify Ernst & Young LLP as Auditors <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against
5	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
6	Report on Drug Pricing Increases <i>Voter Rationale: This shareholder proposal requests the Company report on its risk from increased public pressure to contain the surging prices of drugs. The proponent, Trinity Health points out that rising drug pricing is a discernible and pressing issue that must be addressed. It is the proponent's belief that knowledge of the Company's drug pricing strategy will help the shareholder to evaluate potential risks to the Company. In the report, the proponent seeks patient access concerns, outcomes-based pricing, and the price sensitivity of prescribers, payers and patients. The Board asserts that the Company currently provides information on the Company's risk in its SEC filings, Form 10-K. The Board also states that it oversees the strategic, compliance and operational risks associated with its prescription drugs. A report which allows shareholders to examine the Company's drug pricing policies and its overall effect on the Company would be in the best interest of shareholders. A vote is cast for this proposal.</i>	For
7	Report on Lobbying Payments and Policy <i>Voter Rationale: This proposal requests the company provide a report on its direct and indirect lobbying payments and policy, including payments to trade associations. The proponent argues that disclosure encourages transparency and accountability in the use of staff time and corporate funds to influence legislation and regulation, saying that without a system of accountability, company resources could be used for policy objectives that are not in the company's long-term interests. Such a report would be prudent management for the Company and provide useful information to shareholders. A vote is cast in favor.</i>	For

## VF Corporation

Meeting Date: 04/24/2018

Country: USA

Primary Security ID: 918204108

Record Date: 03/01/2018

Meeting Type: Annual

Primary CUSIP: 918204108

Shares Voted: 198

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## VF Corporation

Proposal Number	Proposal Text	Vote Instruction
1.4	Elect Director Mark S. Hoplamazian	For
1.5	Elect Director Laura W. Lang	For
1.6	Elect Director W. Alan McCollough	For
1.7	Elect Director W. Rodney McMullen	For
1.8	Elect Director Clarence Otis, Jr.	For
1.9	Elect Director Steven E. Rendle	For
1.10	Elect Director Carol L. Roberts	For
1.11	Elect Director Matthew J. Shattock	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 PricewaterhouseCoopers LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

## Viacom Inc.

<b>Meeting Date:</b> 03/08/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 92553P201
<b>Record Date:</b> 01/18/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 92553P201		
<b>Shares Voted:</b> 213		

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Robert M. Bakish	Withhold
<i>Voter Rationale: This company has underperformed its peer group for the past five years. Given that performance, a vote is cast against all nominees to the board.</i>		
1.2	Elect Director Cristiana Falcone Sorrell	Withhold
1.3	Elect Director Thomas J. May	Withhold
1.4	Elect Director Judith A. McHale	Withhold
1.5	Elect Director Ronald L. Nelson	Withhold
1.6	Elect Director Deborah Norville	Withhold

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Viacom Inc.

Proposal Number	Proposal Text	Vote Instruction
1.7	Elect Director Charles E. Phillips, Jr.	Withhold
1.8	Elect Director Shari Redstone	Withhold
1.9	Elect Director Nicole Seligman	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	For

*Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.*

### Visa Inc.

**Meeting Date:** 01/30/2018      **Country:** USA      **Primary Security ID:** 92826C839  
**Record Date:** 12/01/2017      **Meeting Type:** Annual

**Primary CUSIP:** 92826C839

**Shares Voted:** 1,101

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Lloyd A. Carney	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Mary B. Cranston	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	For
1d	Elect Director Gary A. Hoffman	For
1e	Elect Director Alfred F. Kelly, Jr.	For
1f	Elect Director John F. Lundgren	For
1g	Elect Director Robert W. Matschullat	For
1h	Elect Director Suzanne Nora Johnson	For
1i	Elect Director John A.C. Swainson	For
1j	Elect Director Maynard G. Webb, Jr.	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Visa Inc.

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

### Vornado Realty Trust

**Meeting Date:** 05/17/2018      **Country:** USA      **Primary Security ID:** 929042109  
**Record Date:** 03/19/2018      **Meeting Type:** Annual

**Primary CUSIP:** 929042109

**Shares Voted:** 91

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Steven Roth  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Michael D. Fascitelli	For
1.3	Elect Director Michael Lynne	For
1.4	Elect Director David M. Mandelbaum	For
1.5	Elect Director Mandakini Puri	For
1.6	Elect Director Daniel R. Tisch	For
1.7	Elect Director Russell B. Wight, Jr.	For
2	Ratify Deloitte & Touche LLP as Auditors  <i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Vornado Realty Trust

Proposal Number	Proposal Text	Vote Instruction
3	Amend Declaration of Trust to Permit Shareholders to Vote on Amendments to 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>		
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>		

## Vulcan Materials Company

**Meeting Date:** 05/11/2018      **Country:** USA      **Primary Security ID:** 929160109  
**Record Date:** 03/14/2018      **Meeting Type:** Annual

**Primary CUSIP:** 929160109

**Shares Voted:** 70

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Thomas A. Fanning	Against
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>		
1b	Elect Director J. Thomas Hill	For
1c	Elect Director Cynthia L. Hostetler	For
1d	Elect Director Richard T. O'Brien	For
1e	Elect Director Kathleen L. Quirk	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Vulcan Materials Company

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

## W.W. Grainger, Inc.

**Meeting Date:** 04/25/2018      **Country:** USA      **Primary Security ID:** 384802104  
**Record Date:** 03/05/2018      **Meeting Type:** Annual

**Primary CUSIP:** 384802104

**Shares Voted:** 27

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Rodney C. Adkins	Withhold
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders. The total number of boards upon which they serve is another factor to consider in evaluating nominees for the board. Here, there are nominees who serve on an excessive number of other boards. It is not in the best interests of shareholders for directors to be spread over so many boards. A vote is withheld from such nominees.</i>		
1.2	Elect Director Brian P. Anderson	For
1.3	Elect Director V. Ann Hailey	For
1.4	Elect Director Stuart Levenick	For
1.5	Elect Director D.G. Macpherson	Withhold
1.6	Elect Director Neil S. Novich	For
1.7	Elect Director Beatriz R. Perez	Withhold
1.8	Elect Director Michael J. Roberts	For
1.9	Elect Director E. Scott Santi	Withhold
1.10	Elect Director James D. Slavik	Withhold
1.11	Elect Director Lucas E. Watson	Withhold
2	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### W.W. Grainger, Inc.

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

### Walgreens Boots Alliance, Inc.

**Meeting Date:** 01/17/2018      **Country:** USA      **Primary Security ID:** 931427108  
**Record Date:** 11/20/2017      **Meeting Type:** Annual

**Primary CUSIP:** 931427108

**Shares Voted:** 523

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jose E. Almeida	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>		
1b	Elect Director Janice M. Babiak	For
1c	Elect Director David J. Brailer	For
1d	Elect Director William C. Foote	For
1e	Elect Director Ginger L. Graham	For
1f	Elect Director John A. Lederer	Against
1g	Elect Director Dominic P. Murphy	Against
1h	Elect Director Stefano Pessina	Against
1i	Elect Director Leonard D. Schaeffer	For
1j	Elect Director Nancy M. Schlichting	Against
1k	Elect Director James A. Skinner	For
2	Ratify Deloitte & Touche LLP as Auditors	Against
<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>		

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Advisory Vote on Say on Pay Frequency  <i>Voter Rationale: This proposal asks shareholder whether they wish to vote on the Company's executive compensation annually, every two years or every three years. Annual approval is in the best interests of shareholders and a vote is cast in favor of that.</i>	One Year
5	Amend Omnibus Stock Plan  <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 5.94% 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
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting  <i>Voter Rationale: The board seeks shareholder approval to reduce the ownership threshold required to call a special meeting from 20 percent to 10 percent of outstanding shares. That would be in the best interests of shareholders. A vote is cast in favor.</i>	For
7	Amend Proxy Access Right  <i>Voter Rationale: Proposals to provide shareholders access to the company proxy statement to advance non-management board candidates will generally be supported unless they are being used to promote hostile takeovers. This proposal is well designed to enhance shareholders' rights while providing necessary safeguards to the nomination process. A vote is cast in favor.</i>	For

## Walmart, Inc.

Meeting Date: 05/30/2018

Country: USA

Primary Security ID: 931142103

Record Date: 04/06/2018

Meeting Type: Annual

Primary CUSIP: 931142103

Shares Voted: 766

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Stephen J. Easterbrook  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a 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 Timothy P. Flynn	For
1c	Elect Director Sarah J. Friar	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Walmart, Inc.

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Carla A. Harris	For
1e	Elect Director Thomas W. Horton	For
1f	Elect Director Marissa A. Mayer	For
1g	Elect Director C. Douglas McMillon	Against
1h	Elect Director Gregory B. Penner	Against
1i	Elect Director Steven S Reinemund	For
1j	Elect Director S. Robson Walton	Against
1k	Elect Director Steuart L. Walton	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	Ratify Ernst & Young LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
4	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>		
5	Report on Race or Ethnicity Pay Gap	For
<i>Voter Rationale: This shareholder proposal asks the board to provide a report to reduce the race and ethnicity pay gap at the company. It appears the company has initiatives to create a more race and ethnicity balanced organization and is committed to compensating its employees fairly, regardless of race and ethnicity. The report requested by the proponent would help validate that claim. Therefore, a vote is cast in favor.</i>		

### Waste Management, Inc.

Meeting Date: 05/14/2018

Country: USA

Primary Security ID: 94106L109

Record Date: 03/19/2018

Meeting Type: Annual

Primary CUSIP: 94106L109

Shares Voted: 210

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Bradbury H. Anderson - Withdrawn Resolution	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Waste Management, Inc.

Proposal Number	Proposal Text	Vote Instruction
1b	Elect Director Frank M. Clark, Jr.  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independents on the board to supervise management. Here there is not a two-thirds majority of outsiders. Therefore, a vote is cast in favor of the outsiders and withheld from the insiders.</i>	For
1c	Elect Director James C. Fish, Jr.	Against
1d	Elect Director Andres R. Gluski	Against
1e	Elect Director Patrick W. Gross	For
1f	Elect Director Victoria M. Holt	Against
1g	Elect Director Kathleen M. Mazzarella	Against
1h	Elect Director John C. Pope	For
1i	Elect Director Thomas H. Weidemeyer	For
2	Ratify Ernst & Young LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
4	Pro-rata Vesting of Equity Awards  <i>Voter Rationale: This shareholder proposal requests that the board adopt a policy that in the event of a change of control of the Company, there should be no acceleration in the vesting of any equity award to a senior executive, provided that any unvested award may vest on a pro rata basis up to the day of termination. To the extent any such unvested awards are based on performance, the performance goals must have been met. Such a policy would be in the best interests of shareholders. A vote is cast in favor.</i>	For

## Waters Corporation

Meeting Date: 05/09/2018

Country: USA

Primary Security ID: 941848103

Record Date: 03/15/2018

Meeting Type: Annual

Primary CUSIP: 941848103

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Waters Corporation

Shares Voted: 42

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Michael J. Berendt	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Edward Conard	For
1.3	Elect Director Laurie H. Glimcher	For
1.4	Elect Director Christopher A. Kuebler	For
1.5	Elect Director Christopher J. O'Connell	For
1.6	Elect Director Flemming Ornskov	For
1.7	Elect Director JoAnn A. Reed	For
1.8	Elect Director Thomas P. Salice	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
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>	

## WEC Energy Group, Inc.

Meeting Date: 05/03/2018

Country: USA

Primary Security ID: 92939U106

Record Date: 02/22/2018

Meeting Type: Annual

Primary CUSIP: 92939U106

Shares Voted: 191

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director John F. Bergstrom	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## WEC Energy Group, Inc.

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	
1.2	Elect Director Barbara L. Bowles	For
1.3	Elect Director William J. Brodsky	For
1.4	Elect Director Albert J. Budney, Jr.	For
1.5	Elect Director Patricia W. Chadwick	For
1.6	Elect Director Curt S. Culver	For
1.7	Elect Director Danny L. Cunningham	For
1.8	Elect Director William M. Farrow, III	For
1.9	Elect Director Thomas J. Fischer	For
1.10	Elect Director Gale E. Klappa	For
1.11	Elect Director Henry W. Knueppel	For
1.12	Elect Director Allen L. Leverett	For
1.13	Elect Director Ulice Payne, Jr.	For
1.14	Elect Director Mary Ellen Stanek	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>	

## Wells Fargo & Company

Meeting Date: 04/24/2018

Country: USA

Primary Security ID: 949746101

Record Date: 02/27/2018

Meeting Type: Annual

Primary CUSIP: 949746101

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Wells Fargo & Company

Shares Voted: 2,678

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director John D. Baker, II	Against
	<i>Voter Rationale: While we applaud the Board's decision to remove long-tenured key Board nominees and replace with new board nominees, the Company has mishandled its auto and mortgage businesses, charging consumers for unneeded auto insurance, and improper mortgage fees. A vote is cast against the two nominees with the 9-year tenures, who took part in that culture. A vote is cast for all other nominees.</i>	
1b	Elect Director Celeste A. Clark	For
1c	Elect Director Theodore F. Craver, Jr.	For
1d	Elect Director Elizabeth A. "Betsy" Duke	For
1e	Elect Director Donald M. James	Against
1f	Elect Director Maria R. Morris	For
1g	Elect Director Karen B. Peetz	For
1h	Elect Director Juan A. Pujadas	For
1i	Elect Director James H. Quigley	For
1j	Elect Director Ronald L. Sargent	For
1k	Elect Director Timothy J. Sloan	For
1l	Elect Director Suzanne M. Vautrinot	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify KPMG LLP as Auditors	Against
	<i>Voter Rationale: A vote is cast against this proposal for failure to address consumer risks after an internal audit.</i>	
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	
5	Reform Executive Compensation Policy with Social Responsibility	For
	<i>Voter Rationale: This shareholder proposal requests that the Board Compensation Committee consider non-financial factors, including social and environmental concerns in determining compensation for top executives. A vote is cast for this proposal because social and environmental accountability are important business goals to reverse global trends of waste and degradation and the most effective way for the Company to achieve that is by tying executive compensation to it.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Wells Fargo & Company

Proposal Number	Proposal Text	Vote Instruction
6	Report on Incentive-Based Compensation and Risks of Material Losses  <i>Voter Rationale: This shareholder approval requests that the Company report on its identification of (or failure to identify) those employees or positions eligible to benefit from incentive-based compensation. The proponent, The Trustee of the New York State Common Retirement Fund, seeks a detailed report on the criteria used to identify those employees or positions eligible to receive incentive-based compensation. Shareholders would benefit from the information and it would be useful to the Company as well. Given the Company's past fictitious account scandal, which was tied to incentive-based compensation, a vote is cast in favor of this proposal.</i>	For

## Welltower Inc.

<b>Meeting Date:</b> 05/03/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 95040Q104
<b>Record Date:</b> 03/06/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 95040Q104		
<b>Shares Voted:</b> 195		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Kenneth J. Bacon  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Thomas J. DeRosa	For
1c	Elect Director Jeffrey H. Donahue	For
1d	Elect Director Geoffrey G. Meyers	For
1e	Elect Director Timothy J. Naughton	For
1f	Elect Director Sharon M. Oster	For
1g	Elect Director Judith C. Pelham	For
1h	Elect Director Sergio D. Rivera	For
1i	Elect Director R. Scott Trumbull	For
1j	Elect Director Gary Whitelaw	For
2	Ratify Ernst & Young LLP as Auditors  <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Welltower 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	Approve Qualified Employee Stock Purchase Plan  <i>Voter Rationale: This proposal establishes an employee stock ownership plan which will give an equity stake in the company to all fulltime and many part-time employees, thus encouraging quality work. This is in the best interest of shareholders. A vote is cast in favor.</i>	For

### Western Digital Corp.

**Meeting Date:** 11/07/2018      **Country:** USA      **Primary Security ID:** 958102105  
**Record Date:** 09/10/2018      **Meeting Type:** Annual

**Primary CUSIP:** 958102105

**Shares Voted:** 191

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Martin I. Cole  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Kathleen A. Cote	For
1c	Elect Director Henry T. DeNero	For
1d	Elect Director Tunc Doluca	For
1e	Elect Director Michael D. Lambert	For
1f	Elect Director Len J. Lauer	For
1g	Elect Director Matthew E. Massengill	For
1h	Elect Director Stephen D. Milligan	For
1i	Elect Director Paula A. Price	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation  <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Western Digital Corp.

Proposal Number	Proposal Text	Vote Instruction
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 11.74% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
5	Ratify KPMG LLP as Auditors <i>Voter Rationale: 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

### WestRock Company

Meeting Date: 02/02/2018      Country: USA      Primary Security ID: 96145D105  
Record Date: 12/06/2017      Meeting Type: Annual

Primary CUSIP: 96145D105

Shares Voted: 153

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Timothy J. Bernlohr <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 J. Powell Brown	Against
1c	Elect Director Michael E. Campbell	For
1d	Elect Director Terrell K. Crews	For
1e	Elect Director Russell M. Currey	For
1f	Elect Director John A. Luke, Jr.	Against
1g	Elect Director Gracia C. Martore	Against
1h	Elect Director James E. Nevels	For
1i	Elect Director Timothy H. Powers	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### WestRock Company

Proposal Number	Proposal Text	Vote Instruction
1j	Elect Director Steven C. Voorhees	Against
1k	Elect Director Bettina M. Whyte	For
1l	Elect Director Alan D. Wilson	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>		
3	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	Amend Omnibus Stock Plan	Against
<i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 7.02% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>		
5	Ratify Ernst & Young LLP as Auditors	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>		

### Weyerhaeuser Company

Meeting Date: 05/18/2018

Country: USA

Primary Security ID: 962166104

Record Date: 03/23/2018

Meeting Type: Annual

Primary CUSIP: 962166104

Shares Voted: 399

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Mark A. Emmert	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 Rick R. Holley	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Weyerhaeuser Company

Proposal Number	Proposal Text	Vote Instruction
1.3	Elect Director Sara Grootwassink Lewis	For
1.4	Elect Director John F. Morgan, Sr.	For
1.5	Elect Director Nicole W. Piasecki	For
1.6	Elect Director Marc F. Racicot	For
1.7	Elect Director Lawrence A. Selzer	For
1.8	Elect Director Doyle R. Simons	For
1.9	Elect Director D. Michael Steuert	For
1.10	Elect Director Kim Williams	For
1.11	Elect Director Charles R. Williamson	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	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>		

## WHIRLPOOL CORPORATION

<b>Meeting Date:</b> 04/17/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 963320106
<b>Record Date:</b> 02/20/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 963320106		
<b>Shares Voted:</b> 45		

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

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## WHIRLPOOL CORPORATION

Proposal Number	Proposal Text	Vote Instruction
1d	Elect Director Gary T. DiCamillo	For
1e	Elect Director Diane M. Dietz	For
1f	Elect Director Gerri T. Elliott	For
1g	Elect Director Jeff M. Fetting	For
1h	Elect Director Michael F. Johnston	For
1i	Elect Director John D. Liu	For
1j	Elect Director James M. Loree	For
1k	Elect Director Harish Manwani	Against
1l	Elect Director William D. Perez	For
1m	Elect Director Larry O. Spencer	For
1n	Elect Director Michael D. White	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	
3	Ratify Ernst & Young LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
4	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 14.07% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the proposal.</i>	

## Willbros Group, Inc.

Meeting Date: 05/31/2018

Country: USA

Primary Security ID: 969203108

Record Date: 05/01/2018

Meeting Type: Special

Primary CUSIP: 969203108

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Willbros Group, Inc.

Shares Voted: 425

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement  <i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by Primoris Services Corporation in a Cash transaction valued at \$37.9 million. The Company is an independent contractor which provides construction, engineering and specialty services to the oil and gas industry for private industry and government entities worldwide. Primoris Services Corporation operates as a holding company. Through its subsidiaries it provides construction, fabrication, maintenance and replacement and engineering services to public utilities, petrochemical companies, energy companies, municipalities and other customers. The Board recommends shareholder approval because: a) the Company's alternatives going forward, including remaining as a stand-alone entity are less attractive than this merger; b) the robust market check process, which included four bidders and solicitations of interest from 57 potential partners; c) the premium to the stock's unaffected trading price; and d) the cash form of consideration, which provides certainty of value to Company shareholders. Per the terms of the transaction, each share of Company stock will receive \$0.60 per share in Cash which represents a premium of 287.1 percent based on the closing prices of the shares on the last day of trading before the transaction was announced. Market reaction to the announcement has been positive. An opinion has been issued by Greenhill &amp; Co. that the terms are fair to the Company's shareholders. Give the reasonable sales process, substantial premium and positive market reaction, a vote is cast for this proposal.</i>	For
2	Adjourn Meeting  <i>Voter Rationale: The board seeks shareholder approval to adjourn the meeting, if necessary, to permit further solicitation of proxies if there are insufficient votes at the time of the meeting to approve the transaction. Since the transaction is supported, a vote is cast in favor.</i>	For
3	Advisory Vote on Golden Parachutes  <i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements do not provide for a total payment in excess of 2.99 times salary and bonus, do not provide a gross up for excise taxes, require a double trigger (i.e., the merger must be finalized and the recipient must lose his or her job) for cash payments and the accelerated vesting of equity awards is not excessive. Therefore, a vote is cast in favor.</i>	For

### Willis Towers Watson Public Limited Company

Meeting Date: 05/23/2018

Country: Ireland

Primary Security ID: G96629103

Record Date: 03/27/2018

Meeting Type: Annual

Primary CUSIP: G96655108

Shares Voted: 70

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Anna C. Catalano  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Victor F. Ganzi	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Willis Towers Watson Public Limited Company

Proposal Number	Proposal Text	Vote Instruction
1c	Elect Director John J. Haley	For
1d	Elect Director Wendy E. Lane	For
1e	Elect Director James F. McCann	For
1f	Elect Director Brendan R. O'Neill	For
1g	Elect Director Jaymin B. Patel	For
1h	Elect Director Linda D. Rabbitt	For
1i	Elect Director Paul Thomas	For
1j	Elect Director Wilhelm Zeller	For
2	Ratify the Appointment of Deloitte & Touche LLP as Auditors and Deloitte LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	For
	<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	
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	Renew the Board's Authority to Issue Shares Under Irish Law	For
	<i>Voter Rationale: This seeks to issue securities with preemptive rights (i.e., first refusal of pro-rata share). The number of shares involved are not excessive. A vote is cast in favor.</i>	
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	For
	<i>Voter Rationale: This seeks to issue securities without preemptive rights (i.e., first refusal of pro-rata share). The shares involved are not excessive. A yes vote is cast.</i>	

## Wyndham Worldwide Corporation

Meeting Date: 05/17/2018

Country: USA

Primary Security ID: 98310W108

Record Date: 03/23/2018

Meeting Type: Annual

Primary CUSIP: 98310W108

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

# Wyndham Worldwide Corporation

Shares Voted: 53

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Myra J. Biblowit	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 Louise F. Brady	For
1c	Elect Director James E. Buckman	For
1d	Elect Director George Herrera	For
1e	Elect Director Stephen P. Holmes	For
1f	Elect Director Brian M. Mulroney	For
1g	Elect Director Pauline D.E. Richards	For
1h	Elect Director Michael H. Wargotz	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
	<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	
3	Ratify Deloitte & Touche LLP as Auditors	Against
	<i>Voter Rationale: This proposal seeks the approval of the reappointment of auditors and their remuneration. Normally this would be considered a routine, ministerial proposal and a vote would be cast in favor. At this Company, however, it has been disclosed that the auditors are paid a substantial amount for non-audit work in addition to their audit work. This creates a potential conflict of interest for the auditors. For that reason, a vote is cast against.</i>	
4	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	Report on Political Contributions	For
	<i>Voter Rationale: This proposal requests the company provide a report, updated semiannually, on its direct and indirect political contributions and trade association expenditures made with corporate funds. Some, but not all, of this information is available in public filings but they are scattered throughout different states and are not readily and easily available in total to shareholders. A vote is cast for this proposal because it would provide useful and more comprehensive information regarding the Company's political contributions.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Wynn Resorts, Limited

**Meeting Date:** 05/16/2018

**Country:** USA

**Primary Security ID:** 983134107

**Record Date:** 03/19/2018

**Meeting Type:** Proxy Contest

**Primary CUSIP:** 983134107

**Shares Voted:** 42

Proposal Number	Proposal Text	Vote Instruction
	Management Proxy	
1.1	Elect Director Betsy Atkins	Do Not Vote
1.2	Elect Director John J. Hagenbuch	Do Not Vote
1.3	Elect Director Patricia Mulroy	Do Not Vote
2	Ratify Ernst & Young LLP as Auditors	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Do Not Vote
4	Report on Political Contributions	Do Not Vote
	Dissident Proxy (Blue Card)	
1.1	Management Nominee Betsy Atkins	For
<i>Voter Rationale: The election of one incumbent nominee to the Company's ten-member classified board (John J. Hagenbuch) is being contested by the Company's largest shareholder. Dissident Elaine Wynn, the ex-wife of the former CEO Steve Wynn, holds approximately nine percent of the Company's outstanding shares. The Company owns and operates luxury hotels and destination casino resorts in Las Vegas, Nevada and in Macau, China. In February 2018, former co-founder and chairman CEO, Steve Wynn abruptly resigned following allegations of sexual misconduct. The dissident notes that a Special Committee was established back in January 2018 to investigate such allegations. The dissident questions Hagenbuch's ability to be unbiased as he serves on this Special Committee as he is a close personal friend of Steve Wynn. The dissident points to flaws in the legacy corporate governance system: shareholder's inability to call special meetings; shareholder's inability to act by written consent; supermajority vote requirement to make certain amendments to the charter and bylaws; classified board; and shareholder's lack of opportunity to vote on new CEO. Given the Company's poor corporate governance history under a legacy board who failed to notice the material breakdown in governance structure, a vote is cast in favor of this proposal to remove Hagenbuch from the Board.</i>		
1.2	Management Nominee John J. Hagenbuch	Withhold
1.3	Management Nominee Patricia Mulroy	For
2	Ratify Ernst & Young LLP as Auditors	For

*Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.*

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Wynn Resorts, Limited

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

## Xcel Energy Inc.

Meeting Date: 05/16/2018

Country: USA

Primary Security ID: 98389B100

Record Date: 03/20/2018

Meeting Type: Annual

Primary CUSIP: 98389B100

Shares Voted: 268

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Richard K. Davis  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1b	Elect Director Ben Fowke	For
1c	Elect Director Richard T. O'Brien	For
1d	Elect Director David K. Owens	For
1e	Elect Director Christopher J. Policinski	For
1f	Elect Director James T. Prokopanko	For
1g	Elect Director A. Patricia Sampson	For
1h	Elect Director James J. Sheppard	For
1i	Elect Director David A. Westerlund	For
1j	Elect Director Kim Williams	For
1k	Elect Director Timothy V. Wolf	For
1l	Elect Director Daniel Yohannes	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Xcel Energy 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	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

## Xerox Corporation

**Meeting Date:** 07/31/2018      **Country:** USA      **Primary Security ID:** 984121608  
**Record Date:** 06/13/2018      **Meeting Type:** Annual

**Primary CUSIP:** 984121608

**Shares Voted:** 113

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Gregory Q. Brown  <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). 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>	For
1.2	Elect Director Keith Cozza	For
1.3	Elect Director Jonathan Christodoro	Against
1.4	Elect Director Joseph J. Echevarria	For
1.5	Elect Director Nicholas Graziano	For
1.6	Elect Director Cheryl Gordon Krongard	For
1.7	Elect Director Scott Letier	For
1.8	Elect Director Sara Martinez Tucker	For
1.9	Elect Director Giovanni ('John') Visentin	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Xerox Corporation

Proposal Number	Proposal Text	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors <i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>	Against
4	Adjourn Meeting <i>Voter Rationale: This proposal seeks to adjourn the meeting. Since all matters on the ballot are not being supported, a vote is cast against.</i>	Against

## Xilinx, Inc.

Meeting Date: 08/01/2018

Country: USA

Primary Security ID: 983919101

Record Date: 06/07/2018

Meeting Type: Annual

Primary CUSIP: 983919101

Shares Voted: 135

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Dennis Segers <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>	For
1.2	Elect Director Raman Chitkara	For
1.3	Elect Director Saar Gillai	For
1.4	Elect Director Ronald S. Jankov	For
1.5	Elect Director Mary Louise Krakauer	For
1.6	Elect Director Thomas H. Lee	For
1.7	Elect Director J. Michael Patterson	For
1.8	Elect Director Victor Peng	For
1.9	Elect Director Albert A. Pimentel	For
1.10	Elect Director Marshall C. Turner	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Xilinx, Inc.

Proposal Number	Proposal Text	Vote Instruction
1.11	Elect Director Elizabeth W. Vanderslice	For
2	Amend Qualified Employee Stock Purchase Plan <i>Voter Rationale: This proposal adds shares to an employee stock ownership plan, which gives an equity stake in the company to all fulltime and many part-time workers, thus encouraging quality work. That is in the best interests of shareholders. A vote is cast in favor.</i>	For
3	Amend Omnibus Stock Plan <i>Voter Rationale: A stock compensation plan receives additional shares pursuant to this proposal. The proposal is flawed for the following reason(s): Combined with shares in other stock plans at the company, the number of shares requested would cause in excess of 8.48% dilution of current shareholder equity. Performance standards upon which to base the granting of options are not specified in the plan. Instead, there is broad discretion in determining option awards. The plan also contains change-in-control provisions which can be costly to shareholders because they could discourage a potential takeover of the company that would be beneficial to shareholders. Thus, a vote is cast against the amendment.</i>	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
5	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

### XL Group Ltd

**Meeting Date:** 06/06/2018

**Country:** Bermuda

**Primary Security ID:** G98294104

**Record Date:** 04/27/2018

**Meeting Type:** Special

**Primary CUSIP:** G98255105

**Shares Voted:** 136

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## XL Group Ltd

Proposal Number	Proposal Text	Vote Instruction
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company being acquired by AXA SA in a Cash transaction valued at \$14.9 billion. The Company, through its subsidiaries, provides global insurance and reinsurance coverage to industrial, commercial and insurance companies. AXA SA is an insurance company which provides financial services such as life and non-life insurance, savings and pension products and asset management services. The Board recommends shareholder approval because: a) the Company's alternatives going forward, including remaining as a stand-alone entity are less attractive than this merger; b) the robust market check process, which included two bidders and solicitations of interest from 7 potential partners; and c) the cash form of consideration and the premium to the stock's unaffected trading price. Per the terms of the transaction, each share of Company stock will receive \$57.60 per share which represents a premium of 33.0 percent based on the closing prices of the shares on the last day of trading before the transaction was announced. An opinion has been issued by Morgan Stanley &amp; Co. LLC that the terms are fair to the Company's shareholders. Market reaction to the announcement has been positive. A vote is cast in favor of this proposal.</i>	
2	Advisory Vote on Golden Parachutes	Against
	<i>Voter Rationale: This advisory vote proposal seeks shareholder approval of the merger-related "golden parachute" executive compensation arrangements which may be paid in connection with the proposed merger. The outcome of this advisory vote will have no effect on whether the merger is consummated. The arrangements are not in the best interests of shareholders because they provide for accelerated vesting of unvested equity awards in an amount that is excessive. Therefore, a vote is cast against.</i>	
3	Adjourn Meeting	For
	<i>Voter Rationale: This proposal seeks an adjournment to seek more votes, if necessary, for the merger. Since the merger is being supported, a vote is cast in favor.</i>	

## Xylem Inc.

<b>Meeting Date:</b> 05/09/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 98419M100
<b>Record Date:</b> 03/13/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 98419M100		

Shares Voted: 94

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	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 Curtis J. Crawford	For
1c	Elect Director Patrick K. Decker	For
1d	Elect Director Robert F. Friel	For
1e	Elect Director Victoria D. Harker	For
1f	Elect Director Sten E. Jakobsson	For
1g	Elect Director Steven R. Loranger	For
1h	Elect Director Surya N. Mohapatra	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Xylem Inc.

Proposal Number	Proposal Text	Vote Instruction
1i	Elect Director Jerome A. Peribere	For
1j	Elect Director Markos I. Tambakeras	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
	<i>Voter Rationale: This proposal restores the right of shareholders to call a special meeting. If shareholders want to call a special meeting, they should be able to do so. A vote is cast for the proposal.</i>	

### YUM! Brands, Inc.

<b>Meeting Date:</b> 05/17/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 988498101
<b>Record Date:</b> 03/19/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 988498101		
<b>Shares Voted:</b> 177		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Paget L. Alves	For
	<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. It is also in the best interests of shareholders for the key nomination, compensation and audit committees to consist entirely of independent outsiders. At this Company, there is a two-thirds majority of outsiders on the board but insiders serve on some of those committees. A vote is cast to withhold authority for the insider nominees who serve on those committees and in favor of all other nominees.</i>	
1b	Elect Director Michael J. Cavanagh	For
1c	Elect Director Christopher M. Connor	For
1d	Elect Director Brian C. Cornell	Against

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### YUM! Brands, Inc.

Proposal Number	Proposal Text	Vote Instruction
1e	Elect Director Greg Creed	For
1f	Elect Director Tanya L. Domier	For
1g	Elect Director Mirian M. Graddick-Weir	For
1h	Elect Director Thomas C. Nelson	For
1i	Elect Director P. Justin Skala	For
1j	Elect Director Elane B. Stock	For
1k	Elect Director Robert D. Walter	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>		

### Zimmer Biomet Holdings, Inc.

<b>Meeting Date:</b> 05/15/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 98956P102
<b>Record Date:</b> 03/16/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 98956P102		
<b>Shares Voted:</b> 107		

Proposal Number	Proposal Text	Vote Instruction
1a	Elect Director Christopher B. Begley	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1b	Elect Director Betsy J. Bernard	For
1c	Elect Director Gail K. Boudreaux	For
1d	Elect Director Michael J. Farrell	For
1e	Elect Director Larry C. Glasscock	For
1f	Elect Director Robert A. Hagemann	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Zimmer Biomet Holdings, Inc.

Proposal Number	Proposal Text	Vote Instruction
1g	Elect Director Bryan C. Hanson	For
1h	Elect Director Arthur J. Higgins	For
1i	Elect Director Michael W. Michelson	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
<i>Voter Rationale: The appointment of auditors is considered a routine matter that does not impact materially on shareholders, as long as the auditors are not receiving substantial amounts of money from the Company for other services that give rise to a potential conflict of interest. Here, the amount the auditors receive for "other" services is minimal so there is no potential for a conflict of interests. Therefore, a vote is cast in favor of the appointment of auditors.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
<i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is problematic. Therefore, a vote is cast against this proposal.</i>		

## Zions Bancorporation

<b>Meeting Date:</b> 06/01/2018	<b>Country:</b> USA	<b>Primary Security ID:</b> 989701107
<b>Record Date:</b> 03/29/2018	<b>Meeting Type:</b> Annual	
<b>Primary CUSIP:</b> 989701107		
<b>Shares Voted:</b> 104		

Proposal Number	Proposal Text	Vote Instruction
1A	Elect Director Jerry C. Atkin	For
<i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds majority of independent outsiders on the board to supervise management. There is such a majority here. A vote is cast for all nominees.</i>		
1B	Elect Director Gary L. Crittenden	For
1C	Elect Director Suren K. Gupta	For
1D	Elect Director J. David Heaney	For
1E	Elect Director Vivian S. Lee	For
1F	Elect Director Edward F. Murphy	For
1G	Elect Director Roger B. Porter	For
1H	Elect Director Stephen D. Quinn	For
1I	Elect Director Harris H. Simmons	For

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

## Zions Bancorporation

Proposal Number	Proposal Text	Vote Instruction
1J	Elect Director Barbara A. Yastine	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>	

## Zions Bancorporation

**Meeting Date:** 09/14/2018      **Country:** USA      **Primary Security ID:** 989701107  
**Record Date:** 07/19/2018      **Meeting Type:** Special

**Primary CUSIP:** 989701107

**Shares Voted:** 105

Proposal Number	Proposal Text	Vote Instruction
1	Approve Restructuring Plan	For
	<i>Voter Rationale: This proposal seeks shareholder approval of the Company undergoing a restructuring in which it will merge the Company into its wholly-owned bank subsidiary, ZB, N.A. The Company is a bank holding company which offers investment, mortgage, insurance, and electronic commerce services. The Board believes that Company shareholders would benefit from the merger because the reorganization will provide for a simplification of the Company's corporate structure and a removal of associated costs. Furthermore, the Company would be subject less examinations by regulatory boards. The reorganized firm's governing documents will remain largely the same. The rights of Company shareholders do not appear to be adversely affected. A vote is cast for this proposal.</i>	
2	Adjourn Meeting	For
	<i>Voter Rationale: The board seeks shareholder approval to adjourn the meeting, if necessary, to permit further solicitation of proxies if there are insufficient votes at the time of the meeting to approve the transaction. Since the transaction is supported, a vote is cast in favor.</i>	
A	Other Business	Against
	<i>Voter Rationale: This proposal requests permission to act upon such other business as may properly come before the meeting. Such a blank check delegation of voting rights is not in the best interests of shareholders. A vote is cast against.</i>	

## Vote Summary Report

Date range covered: 01/01/2018 to 12/31/2018

Institution Account(s): AFL-CIO Reserve Fund

### Zoetis Inc.

**Meeting Date:** 05/15/2018

**Country:** USA

**Primary Security ID:** 98978V103

**Record Date:** 03/21/2018

**Meeting Type:** Annual

**Primary CUSIP:** 98978V103

**Shares Voted:** 257

Proposal Number	Proposal Text	Vote Instruction
1.1	Elect Director Sanjay Khosla <i>Voter Rationale: In voting on nominees for the board of directors, the shareholder examines each nominee to determine if he or she is an independent outsider or an insider (e.g., a key executive, a relative of a key executive, a contractor with the company). It is in the best interests of shareholders for there to be a two-thirds 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 Willie M. Reed	For
1.3	Elect Director Linda Rhodes	For
1.4	Elect Director William C. Steere, Jr.	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Voter Rationale: This proposal provides shareholders with an advisory vote on the Company's executive compensation program. An assessment of the Company's performance and executive compensation amounts relative to peers as well as a review of pay related items such as dilution in stock plans, restricted stock grants, golden parachutes and tax gross ups reveals the program is supportable. Therefore, a vote is cast in favor of this proposal.</i>	For
3	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