

Proposal Type	Name	Description
Management Proposals: DIRECTOR-RELATED ISSUES		
Management Proposal	Uncontested Election of Directors	<p>Votes on individual director nominees are made on a case-by-case basis.</p> <p>Diversity threshold: Vote AGAINST if board does not have at least 20 percent diversity and lacks gender or racial diversity.</p> <p>If no diversity, withhold from entire slate.</p> <p>If diversity info not available: WITHHOLD from Nominating Committee.</p> <p>Overboarded director limit: 6 public company boards, or are CEOs and sit on more than 3 total public boards.</p> <p>Key Committees: Must be composed entirely of independent directors.</p> <p>Board Independence: WITHHOLD from the entire director slate when 50 percent (or less than) of the board is independent, or are inside or affiliated directors and the full board serves as the audit, compensation, or nominating committee or the company does not have one of these committees.</p> <p>Excessive Audit fees: WITHHOLD votes from members of the Audit Committee when more than 25% of the total fees paid to the auditor is attributable to non-audit work.</p> <p>If Auditor ratification not on ballot: Cautionary language will appear in analysis.</p> <p>Combined Chairman/CEO positions: FOR</p> <p>Responsive boards: WITHHOLD from directors who ignore a shareholder proposal that is approved by a majority of the votes outstanding; cast for two consecutive years.</p> <p>Attendance: WITHHOLD votes from directors who attend less than 75 percent of the board and committee meetings without a valid excuse.</p> <p>Poison Pills: WITHHOLD from directors who implement or renew a dead-hand or modified dead-hand poison pill; adopt a poison pill without shareholder approval.</p> <p>Executive Compensation: Case-by-Case</p> <p>Performance Test for Directors: SRI may recommend WITHHOLD votes from director nominees if a company continues to be in the bottom five percent within its GICS group for that respective year and/or shows no improvement in its most recent trailing 12 months operating and market performance relative to its peers in its GICS group.</p> <p>Options Backdating: AGAINST</p>
Management Proposal	Contested Election of Directors	Votes in a contested election of directors are evaluated on a case-by-case basis .
Management Proposal	Classified Board	<p>Vote FOR proposals to declassify the board the directors.</p> <p>Vote AGAINST proposals to classify the board of directors.</p>
Management Proposal	Shareholder Ability to Remove Directors	<p>Vote AGAINST proposals that provide that directors may be removed only for cause.</p> <p>Vote FOR proposals to restore shareholder ability to remove directors with or without cause.</p> <p>Vote AGAINST proposals that provide that only continuing directors may elect replacements to fill board vacancies.</p> <p>Vote FOR proposals that permit shareholders to elect directors to fill board vacancies.</p>
Management Proposal	Cumulative Voting	<p>Vote AGAINST management proposals to eliminate cumulative voting.</p> <p>Vote FOR management proposals to eliminate cumulative voting when conditional upon the adoption of majority voting.</p>

Proposal Type	Name	Description
<i>Management Proposal</i>	Alter Size of the Board	<p>Vote FOR proposals that seek to fix the size of the board if the size is between 5 and 20 members.</p> <p>Vote FOR on proposals that seek to change the size or range of the board if the size is between 5 and 20 members.</p> <p>Vote AGAINST proposals that give management the ability to alter the size of the board without shareholder approval.</p>
Management Proposals: AUDITORS		
<i>Management Proposal</i>	Ratification of Auditors	<p>Vote FOR proposals to ratify auditors, unless an auditor has a financial interest in or association with the company, and is therefore not independent; or there is reason to believe that the independent auditor has rendered an opinion that is neither accurate nor indicative of the company's financial position.</p> <p>Vote AGAINST where non-audit fees exceed 25 percent of total fees paid.</p>
Management Proposals: PROXY CONTEST DEFENSES / TAKEOVER DEFENSES		
<i>Management Proposal</i>	Shareholder Ability to Call Special Meeting	<p>Vote FOR proposals that remove restrictions on the right of shareholders to act independently of management.</p> <p>Vote AGAINST proposals to restrict or prohibit shareholder ability to call special meetings.</p>
<i>Management Proposal</i>	Shareholder Ability to Act by Written Consent	<p>Vote FOR proposals to allow or facilitate shareholder action by written consent.</p> <p>Vote AGAINST proposals to restrict or prohibit shareholder ability to take action by written consent.</p>
<i>Management Proposal</i>	Poison Pills	Review on a case-by-case basis management proposals to ratify a poison pill. Look for shareholder friendly features including a two to three year sunset provision, a permitted bid provision, a 20 percent or higher flip-in provision, shareholder redemption feature, and the absence of dead hand features. Vote against if the board is classified
<i>Management Proposal</i>	Fair Price Provisions	Vote FOR fair price proposals, as long as the shareholder vote requirement embedded in the provision is no more than a majority of disinterested shares.
<i>Management Proposal</i>	Greenmail	<p>Vote FOR proposals to adopt antigreenmail charter or bylaw amendments or otherwise restrict a company's ability to make greenmail payments.</p> <p>Review on a case-by-case basis antigreenmail proposals when they are bundled with other charter or bylaw amendments.</p>
<i>Management Proposal</i>	Unequal Voting Rights	Generally vote AGAINST dual class capitalization.
<i>Management Proposal</i>	Supermajority Shareholder Vote Requirement to Amend Charter or Bylaws	<p>Vote FOR proposals to lower supermajority shareholder vote requirements for charter and bylaw amendments.</p> <p>Vote AGAINST management proposals to require a supermajority shareholder vote to approve charter and bylaw amendments.</p>
<i>Management Proposal</i>	Supermajority Shareholder Vote Requirement to Approve Mergers	<p>Vote FOR proposals to lower supermajority shareholder vote requirements for mergers and other significant business combinations.</p> <p>Vote AGAINST management proposals to require a supermajority shareholder vote to approve mergers and other significant business combinations.</p>
<i>Management Proposal</i>	Director and Officer Liability Protection	Vote AGAINST proposals to limit or eliminate entirely director and officer liability for (i) a breach of the duty of loyalty, (ii) acts or omissions not in good faith or involving intentional misconduct or knowing violations of the law, (iii) acts involving the unlawful purchases or redemptions of stock, (iv) the payment of unlawful dividends, or (v) the receipt of improper personal benefits.

Proposal Type	Name	Description
Management Proposal	Director and Officer Indemnification	<p>Vote AGAINST indemnification proposals that would expand coverage beyond just legal expenses to acts, such as negligence, that are more serious violations of fiduciary obligations than mere carelessness.</p> <p>Vote FOR only those proposals that provide such expanded coverage in cases when a director's or officer's legal defense was unsuccessful if: (1) the director was found to have acted in good faith and in a manner that he reasonably believed was in the best interests of the company, and (2) only if the director's legal expenses would be covered.</p>
Management Proposals: MISCELLANEOUS GOVERNANCE PROVISIONS		
Management Proposal	Confidential Voting	Vote FOR management proposals to adopt confidential voting.
Management Proposal	Bundled Proposals	Review on a case-by-case basis bundled or "conditioned" proxy proposals. In the case of items that are conditioned upon each other, examine the benefits and costs of the packaged items. In instances where the joint effect of the conditioned items is not in shareholders' best interests, vote against the proposals. If the combined effect is positive, support such proposals.
Management Proposal	Adjourn Meeting if Votes are Insufficient	<p>Vote AGAINST proposals to adjourn the meeting when votes are insufficient.</p> <p>Vote FOR proposals to adjourn the meeting when supporting a company merger proposal.</p>
Management Proposal	Other Business	Vote AGAINST other business proposals.
Management Proposal	Changing Corporate Name	ABSTAIN from voting to changing the corporate name.
Management Proposals: CAPITAL STRUCTURE		
Management Proposal	Common Stock Authorization	<p>Review on a case-by-case basis proposals to increase the number of shares of common stock authorized for issue, if the company gives a satisfactory explanation and new shares do not exceed 4 times the number of existing shares.</p> <p>Review on a case-to-case basis proposals to increase the limit, providing that the company gives satisfactory explanation and the new shares do not exceed 4 times the number of existing shares</p>
Management Proposal	Stock Distributions: Splits and Dividends	Vote FOR management proposals to increase common share authorization for a stock split, provided that the increase in authorized shares would not result in an excessive number of shares available for issuance given a company's industry and performance as measured by total shareholder returns.
Management Proposal	Reverse Stock Splits	<p>Review on a case-by-case basis management proposals to implement a reverse stock split.</p> <p>Review on a case-to-case basis to reverse stock split if management provides a reasonable justification for the split.</p>
Management Proposal	Blank Check Preferred Authorization	<p>Vote FOR proposals to create blank check preferred stock in cases when the company expressly states that the stock will not be used as a takeover defense or carry superior voting rights.</p> <p>Vote AGAINST proposals that would authorize the creation of new classes of preferred stock with unspecified voting, conversion, dividend and distribution, and other rights.</p> <p>Vote AGAINST proposals to increase the number of authorized blank check preferred shares. If the company does not have any preferred shares outstanding we will vote against the requested increase.</p> <p>Vote FOR requests to require shareholder approval for blank check authorizations.</p>
Management Proposal	Adjustments to Par Value of Common Stock	Vote FOR management proposals to reduce the par value of common stock.

Proposal Type	Name	Description
Management Proposal	Preemptive Rights	Review on a case-by-case basis proposals to create or abolish preemptive rights. In evaluating proposals on preemptive rights, we look at the size of a company and the characteristics of its shareholder base. Vote against if the proposal requests the elimination of preemptive rights.
Management Proposal	Debt Restructurings	Review on a case-by-case basis proposals regarding debt restructurings.
Management Proposal	Share Repurchase Programs	Vote for management proposals to institute open-market share repurchase plans in which all shareholders may participate on equal terms.
Management Proposals: EXECUTIVE AND DIRECTOR COMPENSATION		
Management Proposal	Stock-Based Incentive Plans	<p>Votes with respect to compensation plans should be determined on a case-by-case basis.</p> <p>Dilution cap: Case-by-case</p> <p>Total annual CEO compensation limit: Case-by-case; AGAINST if exceeds \$5 million</p> <p>Compensation to Outside Directors limit: Case-by-case</p> <p>Fair Market Value limit: Case-by-case</p> <p>Expensed option requirement: Case-by-case</p> <p>Percentage of total grants to executives limit: Case-by-case</p> <p>Burn Rate cap: Case-by-case</p>
Management Proposal	Approval of Cash or Cash-and-Stock Bonus Plans	Generally vote FOR plans where the performance measures included under the plan are appropriate, the plan is administered by a committee of independent outsiders, and the preservation of the full deductibility of all compensation paid reduces the company's corporate tax obligation.
Management Proposal	Employee Stock Purchase Plans	<p>Generally vote FOR, but review on a case-by-case basis, proposals on employee stock purchase plans with an offering period of 27 months or less when voting power dilution is ten percent or less.</p> <p>Generally vote AGAINST, but review on a case-to-case basis, proposals on employee stock purchase plans with an offering period of greater than 27 months or voting power dilution of greater than ten percent.</p>
Management Proposal	Outside Director Stock Awards / Options in Lieu of Cash	Vote FOR proposals that seek to pay outside directors a portion of their compensation in stock rather than cash.
Management Proposals: MERGERS AND CORPORATE RESTRUCTURINGS		
Management Proposal	Mergers and Acquisitions	Votes on mergers and acquisitions are considered on a case-by-case basis .
Management Proposal	Voting on State Takeover Statutes	<p>Review on a case-by-case basis proposals to opt in or out of state takeover statutes (including control share acquisition statutes, control share cash-out statutes, freezeout provisions, fair price provisions, stakeholder laws, poison pill endorsements, severance pay and labor contract provisions, antigreenmail provisions, and disgorgement provisions).</p> <p>Review on a case-by-case basis proposals to opt into stakeholder protection statutes if they provide comprehensive protections for employees and community stakeholders. We would be less supportive of takeover statutes that only serve to protect incumbent management from accountability to shareholders and which negatively influence shareholder value.</p>
Management Proposal	Voting on Reincorporation Proposals	Vote AGAINST proposals to change a company's state of incorporation.
Management Proposal	Corporate Restructuring	Vote on a case-by-case basis on corporate restructuring proposals, including minority squeezeouts, leveraged buyouts, spin-offs, liquidations, and asset sales, should be considered.

Proposal Type	Name	Description
Management Proposal	Spin-offs	Votes on spin-offs should be considered on a case-by-case basis depending on the tax and regulatory advantages, planned use of sale proceeds, market focus, and managerial incentives.
Management Proposal	Asset Sales	Votes on asset sales should be made on a case-by-case basis after considering the impact on the balance sheet/working capital, value received for the asset, and potential elimination of diseconomies.
Management Proposal	Liquidations	Votes on liquidations should be made on a case-by-case basis after reviewing management's efforts to pursue other alternatives, appraisal value of assets, and the compensation plan for executives managing the liquidation.
Management Proposal	Appraisal Rights	Vote on a case-to-case basis proposals to restore, or provide shareholders with, rights of appraisal.

Management Proposals: **MUTUAL FUND PROXIES**

Management Proposal	Mutual Funds – Election of Trustees	Votes on trustee nominees are made on a case-by-case basis .
Management Proposal	Mutual Funds – Investment Advisory Agreement	Votes on investment advisory agreements should be evaluated on a case-by-case basis .
Management Proposal	Mutual Funds – Fundamental Investment	Votes on amendments to a fund's fundamental investment restrictions should be evaluated on a case-by-case basis .
Management Proposal	Mutual Funds – Distribution Agreements	Votes on distribution agreements should be evaluated on a case-by-case basis .

Shareholder Proposals: **CORPORATE GOVERNANCE AND EXECUTIVE COMPENSATION**

Shareholder Proposal	Rotate Annual Meeting	Vote FOR shareholder proposals to rotate the annual meeting of shareholders or change the date and time of the meeting.
Shareholder Proposal	Declassify Board of Directors	Vote FOR proposals to declassify the board the directors.
Shareholder Proposal	Separate Chairman and CEO	Vote FOR shareholder proposals that would require the positions of chairman and CEO to be held by different persons.
Shareholder Proposal	Adopt Cumulative Voting	Vote case-by-case on shareholder proposals to permit cumulative voting. Generally FOR . Vote FOR shareholder proposals to adopt cumulative voting at companies with no women or minority members on the board.
Shareholder Proposal	Majority of Independent Directors	Vote FOR shareholder proposals that request that the board be comprised of a majority of independent directors.
Shareholder Proposal	Majority Elections	Vote FOR shareholder proposals calling for directors to be elected with an affirmative majority of votes cast provided binding proposals include a carve-out for plurality voting when there are more directors than board seats.
Shareholder Proposal	Independent Committees	Vote FOR shareholder proposals that request that the board audit, compensation and/or nominating committees include independent directors exclusively.
Shareholder Proposal	Adopt Director Term Limits	Vote AGAINST shareholder proposals to limit the tenure of outside directors.
Shareholder Proposal	Implement Director Share Ownership Requirement	Vote AGAINST shareholder proposals that seek to establish mandatory share ownership requirements for directors. Vote case-by-case on shareholder proposals that ask directors to accept a certain percentage of their annual retainer in the form of stock. Vote on a case-by-case basis on shareholder proposals asking companies to limit director compensation to a stock-only plan.
Shareholder Proposal	Reduce Supermajority Vote Requirements	Vote FOR proposals to lower supermajority shareholder vote requirements for charter and bylaw amendments. Vote FOR proposals to lower supermajority shareholder vote requirements for mergers and other significant business combinations.

Proposal Type	Name	Description
Shareholder Proposal	Remove Antitakeover Provisions	Vote FOR shareholder proposals that seek to remove antitakeover provisions.
Shareholder Proposal	Submit Poison Pill (Shareholder Rights Plan) to a Vote	Vote FOR shareholder proposals that ask a company to submit its poison pill for shareholder ratification. Review on a case-by-case basis shareholder proposals to redeem a company's poison pill. Vote case-by-case on proposals to amend an existing shareholder rights plan.
Shareholder Proposal	Confidential Voting	Vote FOR shareholder proposals that request corporations to adopt confidential voting, use independent tabulators and use independent inspectors of election as long as the proposals include clauses for proxy contests as follows: In the case of a contested election, management is permitted to request that the dissident group honor its confidential voting policy. If the dissidents agree, the policy remains in place. If the dissidents do not agree, the confidential voting policy is waived.
Shareholder Proposal	Written Consent/ Special Meeting	Vote FOR shareholder proposals that provide for shareholder ability to take action by written consent and/or call a special meeting.
Shareholder Proposal	Elect Auditors/ Ensure Auditor Independence	Vote FOR proposals that would allow shareholders to elect the auditors.
Shareholder Proposal	Increase Disclosure of Executive Compensation	Vote FOR shareholder proposals seeking increased disclosure on executive compensation issues including the preparation of a formal report on executive compensation practices and policies.
Shareholder Proposal	Limit Executive Compensation	Vote FOR proposals to prepare reports seeking to compare the wages of a company's lowest paid worker to the highest paid workers. Vote case-by-case on proposals that seek to establish a fixed ratio between the company's lowest paid workers and the highest paid workers. Vote on a case-by-case basis on shareholder proposals that seek to limit executive compensation. Generally vote AGAINST if the executive compensation exceeds \$5 million. Vote on a case-by-case basis on shareholder proposals asking executives to receive part of their retainer in stock.
Shareholder Proposal	Prohibit/Require Shareholder Approval for Option Repricing	Vote FOR shareholder proposals seeking to limit repricing. Vote FOR shareholder proposals asking the company to have option repricings submitted for shareholder ratification.
Shareholder Proposal	Severance Agreements/ Golden Parachutes	Vote FOR shareholder proposals to have golden and tin parachutes submitted for shareholder ratification.
Shareholder Proposal	Cash Balance Plans	Vote FOR shareholder proposals calling for non-discrimination in retirement benefits. Vote FOR shareholder proposals asking a company to give employees the option of electing to participate in either a cash balance plan or in a defined benefit plan.
Shareholder Proposal	Performance-Based Options/Indexed Options	Vote FOR shareholder proposals to link executive pay to performance, including the use of indexed options and other indicators. Vote on a case-by-case basis shareholder proposals to link executive pay to superior performance.
Shareholder Proposal	Link Compensation to Non-Financial Factors	Vote FOR shareholder proposals calling for the preparation of a report on the feasibility of linking executive pay to nonfinancial factors, such as social and environmental goals. Vote FOR shareholder proposals seeking to link executive pay to non-financial factors.
Shareholder Proposal	Seek sale of company/assets	We vote on a case-by-case basis proposals that seek the sale of the company or company assets.

Proposal Type	Name	Description
Shareholder Proposal	Hire advisor/maximize shareholder value	We vote on a case-by-case basis proposals that request the company hire an advisor to maximize shareholder value.
Shareholder Proposal	Convert closed-end fund to open-end fund	Vote on a case-by-case basis on shareholder proposals to convert a closed-end fund to an open-end fund.
Shareholder Proposal	Establish Board Committee	Vote on a case-by-case basis on shareholder proposals to establish a board committee charged with oversight of specific mechanisms and/or structures.
Shareholder Social and Environmental Proposals: DIVERSITY AND EQUALITY		
Shareholder Proposal	Add Women and Minorities to Board	Vote FOR shareholder proposals that ask the company to take steps to nominate more women and minorities to the board.
Shareholder Proposal	Report on the Distribution of Stock Options by Gender and Race	Vote FOR shareholder proposals asking companies to report on the distribution of stock options by race and gender of the recipient.
Shareholder Proposal	Prepare Report/Promote EEOC-Related Activities	<p>Vote FOR shareholder proposals that ask the company to report on its diversity and/or affirmative action programs.</p> <p>Vote FOR shareholder proposals calling for legal and regulatory compliance and public reporting related to non-discrimination, affirmative action, workplace health and safety, and labor policies and practices that effect long-term corporate performance.</p> <p>Vote FOR shareholder proposals requesting nondiscrimination in salary, wages and all benefits.</p> <p>Vote FOR shareholder proposals calling for action on equal employment opportunity and antidiscrimination.</p>
Shareholder Proposal	Report on Progress Toward Glass Ceiling Commission Recommendations	<p>Vote FOR shareholder proposals that ask the company to report on its progress against the Glass Ceiling Commission's recommendations.</p> <p>Vote FOR shareholder proposals seeking to eliminate "glass ceiling" for women and minority employees.</p>
Shareholder Proposal	Prohibit Discrimination on the Basis of Sexual Orientation	<p>Vote FOR shareholder proposals to include language in EEO statements specifically barring discrimination on the basis of sexual orientation and/or gender identity.</p> <p>Vote FOR shareholder proposals seeking reports on a company's initiatives to create a workplace free of discrimination on the basis of sexual orientation and/or gender identity.</p> <p>Vote AGAINST shareholder proposals that seek to eliminate protection already afforded to gay and lesbian employees.</p>
Shareholder Proposal	Report on/Eliminate Use of Racial Stereotypes in Advertising	Vote FOR shareholder proposals seeking more careful consideration of using racial stereotypes in advertising campaigns, including preparation of a report.

Proposal Type	Name	Description
Shareholder Social and Environmental Proposals: LABOR AND HUMAN RIGHTS		
Shareholder Proposal	Codes of Conduct and Vendor Standards	<p>Vote FOR shareholder proposals to implement human rights standards and workplace codes of conduct.</p> <p>Vote FOR shareholder proposals calling for the implementation and reporting on ILO codes of conduct, SA 8000 Standards, or the Global Sullivan Principles.</p> <p>Vote FOR shareholder proposals that call for the adoption of principles or codes of conduct relating to company investment in countries with patterns of human rights abuses (Northern Ireland, Burma, former Soviet Union, and China).</p> <p>Vote FOR shareholder proposals that call for independent monitoring programs in conjunction with local and respected religious and human rights groups to monitor supplier and licensee compliance with codes.</p> <p>Vote FOR shareholder proposals that seek publication of a "Code of Conduct" to the company's foreign suppliers and licensees, requiring they satisfy all applicable standards and laws protecting employees' wages, benefits, working conditions, freedom of association, and other rights.</p> <p>Vote FOR shareholder proposals seeking reports on, or the adoption of, vendor standards including: reporting on incentives to encourage suppliers to raise standards rather than terminate contracts and providing public disclosure of contract supplier reviews on a regular basis.</p> <p>Vote FOR shareholder proposals to adopt labor standards for foreign and domestic suppliers to ensure that the company will not do business with foreign suppliers that manufacture products for sale in the U.S. using forced labor, child labor, or that fail to comply with applicable laws protecting employee's wages and working conditions.</p>
Shareholder Proposal	Prepare Report on Operations in Burma/ Myanmar	<p>Vote FOR shareholder proposals to adopt labor standards in connection with involvement in Burma.</p> <p>Vote FOR shareholder proposals seeking reports on Burmese operations and reports on costs of continued involvement in the country.</p> <p>Vote shareholder proposals to pull out of Burma on a case-by-case basis.</p>
Shareholder Proposal	Adopt/Report on MacBride Principles	Vote FOR shareholder proposals to report on or to implement the MacBride Principles.
Shareholder Proposal	Prepare Report on Operations in China	<p>Vote FOR shareholder proposals requesting more disclosure on a company's involvement in China.</p> <p>Vote on a case-by-case basis shareholder proposals that ask a company to terminate a project or investment in China.</p>
Shareholder Proposal	Prepare Report on Maquiladoras	Vote FOR shareholder proposals to prepare reports on a company's Maquiladora operations.
Shareholder Proposal	Community Impact Assessment/Indigenous Peoples' Rights	Vote FOR shareholder proposals to prepare reports on a company's impact on indigenous communities.
Shareholder Proposal	Outsourcing	Vote FOR shareholder proposals asking companies to report on the risks associated with outsourcing or offshoring.
Shareholder Proposal	Report on the Impacts of Pandemics on Company Operations	Vote FOR shareholder proposals asking for companies to report on the impact of pandemics, such as HIV/AIDS, Malaria, and Tuberculosis, on their business strategies.
Shareholder Proposal	Product sales to repressive regimes	<p>Vote on a case-by-case basis shareholder proposals requesting that companies cease product sales to repressive regimes that can be used to violate human rights.</p> <p>Vote on a case-by-case basis shareholder proposals to report on company efforts to reduce the likelihood of product abuses in this manner.</p>
Shareholder Proposal	Internet Censorship	Vote FOR shareholder proposals to institute policies and procedures to protect internet content and human rights.

Proposal Type	Name	Description
Shareholder Proposal	Operations in Risk Markets	Vote FOR shareholder proposals to prepare a report on company operations in risk markets. Vote on a case-by-base basis shareholder proposals that ask a company to terminate a project or investment in a risk market.
Shareholder Proposal	Disclosure on Plant Closings	Vote FOR shareholder proposals seeking greater disclosure on plant closing criteria if such information has not been provided by the company.
Shareholder Social and Environmental Proposals: ENVIRONMENT		
Shareholder Proposal	Environmental Report (General)	Vote FOR shareholder proposals seeking greater disclosure on the company's environmental practices, and/or environmental risks and liabilities. Vote FOR shareholder proposals to prepare a sustainability report.
Shareholder Proposal	Prepare Report on Climate Change/ Greenhouse Gas Emissions	Vote FOR shareholder proposals seeking disclosure of liabilities or preparation of a report pertaining to climate change. Vote FOR shareholder proposals calling for the reduction of greenhouse gas. Vote FOR shareholder proposals asking companies to review and report on how companies will meet reduction targets of the Kyoto-compliant countries in which they operate. Vote FOR shareholder proposals requesting a report/goals on greenhouse gas emissions from company operations and/or products.
Shareholder Proposal	Invest in Clean/ Renewable Energy	Vote FOR shareholder proposals seeking the preparation of a report on a company's activities related to the development of renewable energy sources. Vote FOR shareholder proposals seeking increased investment in renewable energy sources.
Shareholder Proposal	Energy Efficiency	Vote FOR shareholder proposals requesting a report on company energy efficiency policies and/or goals.
Shareholder Proposal	Drilling in the Artic National Wildlife Refuge	Vote FOR shareholder proposals asking companies to prepare a feasibility report or to adopt a policy not to mine, drill, or log in environmentally sensitive areas such as ANWR. Vote FOR shareholder proposals seeking to prohibit or reduce the sale of products manufactured from materials extracted from environmentally sensitive areas such as old growth forests.
Shareholder Proposal	Adopt/Implement CERES Principles	Vote FOR shareholder proposals to study or implement the CERES principles.
Shareholder Proposal	Equator Principles	Vote FOR shareholder proposals to study or implement the Equator principles.
Shareholder Proposal	Phase Out Chlorine-Based Chemicals	Vote FOR shareholder proposals to prepare a report on the phase-out of chlorine bleaching in paper production. Vote FOR shareholder proposals asking companies to cease or phase-out the use of chlorine bleaching.
Shareholder Proposal	Land Procurement and Development	Vote FOR shareholder proposals requesting that companies report on or adopt policies for land procurement and use that incorporate social and environmental factors. Vote FOR shareholder proposals requesting that companies report on or adopt policies for water use that incorporate social and environmental factors.
Shareholder Proposal	Report on the Sustainability of Concentrated Area Feeding Operations	Vote FOR requests that companies report on the sustainability and the environmental impacts of both company-owned and contract livestock operations.
Shareholder Proposal	Adopt a Comprehensive Recycling Policy	Vote FOR shareholder proposals requesting the preparation of a report on the company's recycling efforts. Vote FOR shareholder proposals that ask companies to increase their recycling efforts or to adopt a formal recycling policy.

Proposal Type	Name	Description
Shareholder Proposal	Facility Safety	Vote FOR shareholder proposals requesting companies report on or implement procedures associated with their operations and/or facilities on a case-by-case basis .
Shareholder Proposal	Nuclear Energy	Vote FOR shareholder proposals seeking the preparation of a report on a company's nuclear energy procedures. Vote on a case-by-case basis proposals that ask the company to cease the production of nuclear power.
Shareholder Social and Environmental Proposals: HEALTH AND SAFETY		
	Toxic Materials	Vote FOR shareholder proposals asking companies to report on policies and activities to ensure product safety. Vote FOR shareholder proposals asking companies to disclose annual expenditures relating to the promotion and/or environmental cleanup of toxins. Vote FOR shareholder proposals asking companies to report on the feasibility of removing, or substituting with safer alternatives, all "harmful" ingredients used in company products.
	Product Safety	Generally vote FOR proposals requesting the company report on or adopt consumer product safety policies and initiatives. Generally vote FOR proposals requesting the study, adoption and/or implementation of consumer product safety programs in the company's supply chain.
Shareholder Proposal	Report on Handgun Safety Initiatives	Vote FOR shareholder proposals asking the company to report on its efforts to promote handgun safety. Vote FOR shareholder proposals asking the company to stop the sale of handguns and accessories.
Shareholder Proposal	Phase-out or Label Products Containing Genetically Modified Organisms	Vote FOR shareholder proposals to label products that contain genetically modified organisms or products from cloned animals. Vote FOR shareholder proposals that ask the company to phase out the use of genetically modified organisms in their products. Vote FOR shareholder proposals that ask the company to report on the use of genetically modified organisms in their products.
Shareholder Proposal	Tobacco-related Proposals	Vote FOR shareholder proposals seeking to limit the sale of tobacco products to children. Vote FOR shareholder proposals asking producers of tobacco product components (such as filters, adhesives, flavorings, and paper products) to halt sales to tobacco companies. Vote FOR shareholder proposals that ask restaurants to adopt smoke-free policies. Vote FOR shareholder proposals seeking a report on a tobacco company's advertising approach. Vote FOR shareholder proposals at insurance companies to cease investment in tobacco companies. Vote FOR proposals at producers of cigarette components calling for a report outlining the risks and potential liabilities of the production of these components. Vote FOR on proposals calling for tobacco companies to cease the production of tobacco products.

Proposal Type	Name	Description
Shareholder Proposal	Adopt Policy/Report on Drug Pricing	Vote FOR shareholder proposals to prepare a report on drug pricing. Vote FOR shareholder proposals to adopt a formal policy on drug pricing. Vote FOR proposals asking for reports on the economic effects and legal risks of limiting pharmaceutical products to Canada or certain wholesalers. Vote FOR proposals requesting that companies adopt policies not to constrain prescription drug re-importation by limiting supplies to foreign markets.
Shareholder Proposal	Healthcare	Vote FOR shareholder proposals requesting a report on the implications of rising healthcare costs.
Shareholder Proposal	Ride Safety	Vote FOR shareholder proposals to report on ride safety.

*Shareholder Social and Environmental Proposals: **GOVERNMENT AND MILITARY***

Shareholder Proposal	Prepare Report to Renounce Future Landmine Production	Vote FOR shareholder proposals seeking a report or the renouncement of future landmine production.
Shareholder Proposal	Prepare Report on Foreign Military Sales	Vote FOR shareholder proposals to report on foreign military sales or offset agreements. Vote FOR proposals that call for restrictions on foreign military sales. Vote FOR shareholder proposals asking companies to review and amend, if necessary, the company's code of conduct and statements of ethical criteria for military production-related contract bids, awards and execution.
Shareholder Proposal	Depleted Uranium / Nuclear weapons	Vote FOR shareholder proposals requesting a report on involvement, policies, and procedures related to depleted uranium (DU) and nuclear weapons.
Shareholder Proposal	Disclosure on Prior Government Service	Vote FOR shareholder proposals calling for the disclosure of prior government service of the company's key executives.

*Shareholder Social and Environmental Proposals: **ANIMAL WELFARE***

Shareholder Proposal	Animal Welfare	Vote FOR shareholder proposals that seek to limit unnecessary animal testing where alternative testing methods are feasible or not required by law. Vote FOR shareholder proposals to eliminate cruel product testing methods. Vote FOR shareholder proposals that seek to monitor, limit, report, or eliminate outsourcing animal testing to overseas laboratories. Vote FOR shareholder proposals asking companies to report on the operational costs and liabilities associated with selling animals. Vote FOR shareholder proposals to publicly adopt or adhere to an animal welfare policy at both company and contracted laboratory levels. Vote FOR shareholder proposals to evaluate, adopt or require suppliers to adopt CAK and/or CAS slaughter methods.
----------------------	-----------------------	--

*Shareholder Social and Environmental Proposals: **POLITICAL AND CHARITABLE GIVING***

Shareholder Proposal	Lobbying Expenditures/ Initiatives	Vote FOR shareholder proposals requesting information on a company's lobbying initiatives.
Shareholder Proposal	Non-Partisanship/ Political Contributions	Vote FOR proposals calling for a company to disclose, or improve disclosure of its political contributions and contributions to trade associations unless the terms of the proposal are unduly restrictive.
Shareholder Proposal	Control over Charitable Contributions	Vote AGAINST shareholder proposals giving criteria or to require shareholder ratification of grants.

*Shareholder Social and Environmental Proposals: **POLITICAL AND CHARITABLE GIVING***

Shareholder Proposal	Adult Entertainment	Vote FOR shareholder proposals that seek a review of the company's involvement with pornography. Vote FOR shareholder proposals asking for reports on company policies related to the sale of mature-rated video games to children and teens.
----------------------	----------------------------	--

Proposal Type	Name	Description
Shareholder Proposal	Abortion/Right to Life Issues:	ABSTAIN on shareholder proposals that address right to life issues.
	Coffee Crisis	Vote FOR shareholder proposals asking for reports on company policies related to the coffee crisis.
Shareholder Proposal	Anti-Social Proposals	Vote AGAINST shareholder proposals that do not seek to ultimately advance the goals of the social investment community.
		Vote case-by-case on anti-social shareholder proposals seeking a review or report on the company's charitable contributions.