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120-Removal of Director(s) CASE-BY-CASE	110-Change in Board Size	FOR (5-20)	
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B20-Increase in/Authorization of Preferred Stock			
825-Amendment to Authorized Preferred Stock 830-Decrease in Authorized Preferred Stock 8315-Cancellation of Authorized Preferred Stock 840-Increase in/Authorization of Dual Class Stock 845-Elimination of Dual Class Stock 850-Amendment to Dual Class Stock 860-Issuance of Common Stock 870-Issuance of Warrants 880-Issuance of Preferred Stock 883-Issuance of Debt Instruments 884-Conversion of Debt Instruments 885-Amendment to Provisions of Debt Instruments 890-Stock Split 890-Stock Split 890-Stock Split 890-Share Repurchase FOR 896-Share Repurchase FOR 896-Share Repurchase FOR	810-Decrease in Authorized Common Stock		
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B860-Issuance of Common Stock	845-Elimination of Dual Class Stock		
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B80-Issuance of Preferred Stock	860-Issuance of Common Stock		
B83-Issuance of Debt Instruments	870-Issuance of Warrants	CASE-BY-CASE	
B83-Issuance of Debt Instruments	880-lesuance of Preferred Stock	CASE-RV-CASE	
884-Conversion of Debt Instruments FOR 885-Amendment to Provisions of Debt Instruments FOR 890-Stock Split FOR 895-Reverse Stock Split FOR 896-Share Repurchase FOR	600-ISSUANCE OF Preferred Stock	CASE-B1-CASE	
885-Amendment to Provisions of Debt Instruments FOR 890-Stock Split FOR 895-Reverse Stock Split FOR 896-Share Repurchase FOR	883-Issuance of Debt Instruments	FOR	
890-Stock Split FOR 895-Reverse Stock Split FOR 896-Share Repurchase FOR	884-Conversion of Debt Instruments	FOR	
895-Reverse Stock Split FOR 896-Share Repurchase FOR	885-Amendment to Provisions of Debt Instruments		
896-Share Repurchase FOR			
	896-Share Repurchase		
I I	897-Reverse Stock Split Followed by a FORward Stock Split		
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	Church Policies
Approved by Exec Council - Jan 2015)	Recommended by EC CCSR - Jan 2020)
Vote with GL (Exception "withhold votes	Updates since 2015 Vote with GL (Exception "withhold votes
for all-male boards")	for all-male boards")
Vote with GL	Vote with GL
AGAINST giving management discretion to alter size outside of a range without	AGAINST giving management discretion to alter size outside of a range without
shareholder approval; otherwise vote with GL	shareholder approval; otherwise vote with
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL AGAINST indemnification for actions that	Vote with GL AGAINST indemnification for actions that
could beconsidered fraudulent, illegal, or willful misconduct; otherwise vote with GL	could beconsidered fraudulent, illegal, or willful misconduct; otherwise vote with GL
Vote with GL	AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required
	for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the
	auditing firm; otherwise vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL Vote with GL	Vote with GL Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
FOR resolutions seeking more frequent	FOR resolutions seeking more frequent
votes by shareholders (for example, from three years to two years or one year, or two	votes by shareholders (for example, from three years to two years or one year, or two
years to one year)	years to one year)
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
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Vote with GL	Vote with GL
Vote with GL Vote with GL	Vote with GL Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL

ISSUE CODE / POLICY ITEM G. GENERAL G. SRI		Glass Lewis	s Policies
1100-Adoption of Cumulative Victing CASE-BY-CASE 1100-Adoption of Majority Victis for Election of Pricetors FOR 1100-Adoption of Cassifilet Board FOR 1100-Adoption of Poison Pill CASE-BY-CASE 1110-Adoption of Poison Pill FOR 1110-Adoption of Right to Call a Special Meeting FOR 1110-Adoption of Right to Call a Special Meeting FOR 1110-Adoption of Right to Call a Special Meeting AGAINST 1110-Amend-Articles to Hold Electronic-Only Shareholder Meetings AGAINST 1110-Adoption of Supermajority Requirement AGAINST 1120-Adoption of Premajority Requirement	ISSUE CODE / POLICY ITEM		
1101-Elimination of Cumulative Voting FOR			
1109-Adoption of Majoritry Vote for Election of Directors FOR			
1105-Adoption of Classified Board FOR FOR 1107-Repeal of Classified Board FOR 1110-Adoption of Poison Pill CASE-BY-CASE POISON PILL FOR THE PROPERTY OF THE PROPER			
1106-Repeat of Classified Board			
1107-Regeal of Delsan Pill CASE-BY-CASE 1111-Redemption of Poison Pill FOR 1111-Redemption of Poison Pill FOR 1111-Redemption of Poison Pill FOR 1112-Amendment to Poison Pill FOR FOR 1114-Opting Into State Takeover Law FOR 1115-Restoration of Right to Call a Special Meeting FOR FOR 1115-Restoration of Right to Call a Special Meeting AGAINST 1115-Emination of Right to Call a Special Meeting AGAINST 1112-Emination of Right to Call a Special Meeting AGAINST 1112-Emination of Written Consent CASE-BY-CASE 1122-Emination of Written Consent CASE-BY-CASE 1122-Emination of Written Consent CASE-BY-CASE 1122-Emination of Written Consent AGAINST 1125-Adoption of Supermajority Requirement AGAINST 1125-Adoption of Supermajority Requirement CASE-BY-CASE 1127-Emination of Supermajority Requirement CASE-BY-CASE 1127-Emination of Supermajority Requirement FOR 1136-Restoration of Preemptive Rights FOR 1136-Restoration of Preemptive Rights FOR 1136-Reptive Requirement AGAINST 1136-Reptive Requirement Reptive Reptive Reptive Reptive Reptive Reptive Reptive Reptive Rep			
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1111-Redemption of Poison Pill 1112-Amendment Poison Pill 1113-Opining Out of State Takeover Law			
1112-Amendment to Poison Pill AGAINST CASE-BY-CASE			
1113-Opting out of State Takeover Law FOR 1114-Opting into State Takeover Law FOR 1115-Restoration of Right to Call a Special Meeting FOR 1116-Limitation of Right to Call a Special Meeting FOR 1117-Elimitation of Right to Call a Special Meeting FOR 1117-Elimitation of Right to Call a Special Meeting FOR 1118-Amend Articles to Hold Electronic-Only Shareholder Meetings FOR AGAINST FOR 1128-Restoration of Written Consent FOR 1128-Elimination of Written Consent FOR 1128-Elimination of Written Consent FOR 1128-Elimination of Written Consent FOR 1128-Amendment to Supermajority Requirement FOR 1128-Amendment to Supermajority Requirement FOR 1131-Elimination of Preemptive Rights FOR 1131-Elimination of Preemptive Rights FOR 1135-Adoption of Advance Notice Requirement FOR 1135-Adoption of Advance Notice Requirement FOR 1135-Cangen State of Incorporation FOR 1136-Cangen State of Incorporation CASE-BY-CASE FOR 1136-Cangen State of Incorporation CASE-BY-CASE FOR 1136-Cangen State of Incorporation CASE-BY-CASE FOR 1157-Amendment to Fair Price Provision CASE-BY-CASE FOR 1177-Adoption of Antigreenmal Provision FOR 1177-Amendment to Investment Objective CASE-BY-CASE FOR 1177-Amendment to Investment Objective CASE-BY-CASE FOR 1178-Amendment to Case Advance Notice Regulary FOR 1178-Amendment to Case Advance Regulary FOR 1178-Amendment to			
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1385-Misc. Proposal Regarding Management [seeking shareholder approval to amend the Fund's management contract to include: • Adding a performance adjustment component to the Fund's management fee that would reward Fidelity Management and Research Company ("FMR") by increasing management fees when the Fund outperforms its benchmark index and would penalize FMR by decreasing management fees when the Fund underperforms its benchmark index; and • Giving the board the authority to change the Fund's performance adjustment index going forward, without shareholder consent.] 1390-Misc. Proposal Regarding the Board [seeking election of named individual as a clerk of the bank]			
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	Church Policies
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ISSUE CODE / POLICY ITEM	GL GENERAL	GL SRI
2000-SHP Regarding Board Independence [shareholder proposal requesting	FOR	
that the board establish a policy whereby director nominees have no existing		
business or personal relationships, either directly or indirectly, with the		
senior management or the Company, and all qualifying board members be		
paid fees and awards for board service only]	4.0.41310=	
2010-SHP Regarding Director Tenure	AGAINST	
2015-SHP: Director Retirement Age 2020-SHP Minimum Stock Ownership by Directors or Executives	AGAINST CASE-BY-CASE	
2025-SHP Regarding Board Composition [shareholder proposal requesting	CASE-BY-CASE	
that the board take every reasonable step to ensure that women and minority	OAGE BY GAGE	
candidates are in the pool from which board nominees are chosen, and		
publicly commit itself to a policy of board inclusiveness. The board should		
report by September 2012 to shareholders on its efforts to encourage		
diversified representation on the board.]		
2030-SHP Regarding Directors' Roles in Corporate Strategy [no example	CASE-BY-CASE	
resolution found]	500	
2040-SHP Regarding Nominating a Lead Director 2050-SHP Regarding Independent Board Chairman/Separation of Chair and	FOR FOR	
CEO	FOR	
2060-SHP Regarding the Requirement of Nominee Statements in the Proxy	CASE-BY-CASE	
2070-SHP Regarding Double Board Nominees [shareholder proposal seeking	CASE-BY-CASE	
to require that the nomination and governance committee nominate two		
candidates for each directorship to be filled by shareholder vote at annual		
meetings. The proxy statements should include the candidates' background		
and a statement by each candidate as to why he or she believes they should		
be elected.]		
2075-SHP Regarding Director Liability [shareholder proposal seeking to	CASE-BY-CASE	
amend the Company's bylaws and certificate of incorporation, in compliance	CASL-DI-CASE	
with applicable law, by inserting the following section: "Section 59h.		
Notwithstanding other provisions of these bylaws, the Company shall not		
indemnify any director for any liability resulting from alleged harm to the		
natural environment, public health or human rights incurred in his or her		
capacity as a director, except to the extent such indemnification is required		
by Delaware Law. The provision, consistent with Section 59g, shall not		
adversely affect any right or protection of a director existing with respect to		
any act or omission occurring prior to or at the time of enactment of this		
provision, and any change in indemnity limits pursuant to this provision shall		
only be applied to an individual director upon subsequent establishment or		
renewal of his or her directorship. In the event of a conflict between this		
provision and other corporate governance documents, applicability shall be		
determined pursuant to Delaware Law."]	CASE-BY-CASE	
2080-SHP Regarding Director Training [shareholder proposal requesting that as the terms of current directors expire at least one candidate be	CASE-BT-CASE	
recommended who is a recognized authority on environmental matters		
relevant to hydrocarbon exploration and production, as well as independent		
by NYSE standards]		
2081-SHP Regarding Disclosure of Director Training Programs	CASE-BY-CASE	
2082-SHP Regarding Trained, Qualified Directors on Environment, Health and	AGAINST	
Safety, Audit and Compensation Committees [shareholder proposal		
requesting that an independent director with a high level of expertise and		
experience in environmental matters be selected and nominated for election to the board]		
to the board		
2083-SHP Regarding Disclosure of Annual Performance Evaluations in Proxy	CASE-BY-CASE	
2084-SHP Regarding Adoption and Disclosure of Business Ethics and	CASE-BY-CASE	FOR
Conduct [shareholder proposal resolving that the board of directors be		
instructed to implement a Company Insider Trading Policy containing certain		
restrictions on when insiders can trade Company securities]		
2090-SHP Regarding Including Social and Environmental Performance in	CASE-BY-CASE	FOR
Director Evaluations	I OAOL	
2100-SHP Regarding Creation of a Shareholder Committee	CASE-BY-CASE	
2110-SHP Regarding Key Committee Independence	CASE-BY-CASE	
2130-SHP Regarding Creation of Compensation Committee	FOR	
2140-SHP Regarding Creation of Nom/Gov Committee	FOR	FOR
2155-SHP Regarding formation of Environmental/Social Committee of the Board	CASE-BY-CASE	FOR
Dogiu		
2200-SHP Regarding Approval of Auditor	CASE-BY-CASE	
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2210-SHP Regarding Limitations on Auditor Services [amend by-laws to	CASE-BY-CASE	
2210-SHP Regarding Limitations on Auditor Services [amend by-laws to prohibit paying auditors for non-audit services]	CASE-BY-CASE	
	CASE-BY-CASE	
prohibit paying auditors for non-audit services]		
prohibit paying auditors for non-audit services] 2220-SHP Regarding Rotation of Auditor 2230-SHP Regarding Auditor Attendance at Annual Meeting	CASE-BY-CASE CASE-BY-CASE	
prohibit paying auditors for non-audit services] 2220-SHP Regarding Rotation of Auditor 2230-SHP Regarding Auditor Attendance at Annual Meeting 2300-SHP Regarding Restricting Executive Compensation	CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE	
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prohibit paying auditors for non-audit services] 2220-SHP Regarding Rotation of Auditor 2230-SHP Regarding Auditor Attendance at Annual Meeting 2300-SHP Regarding Restricting Executive Compensation 2301-SHP: Commonsense Compensation	CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE	FOR
2220-SHP Regarding Rotation of Auditor 2230-SHP Regarding Rotation at Annual Meeting 2300-SHP Regarding Restricting Executive Compensation 2301-SHP: Commonsense Compensation 2302-SHP Regarding Change / Opposition to Director Compensation	CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE	
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2220-SHP Regarding Rotation of Auditor 2230-SHP Regarding Rotation of Auditor 2230-SHP Regarding Auditor Attendance at Annual Meeting 2300-SHP Regarding Restricting Executive Compensation 2301-SHP: Commonsense Compensation 2302-SHP Regarding Change / Opposition to Director Compensation 2305-SHP Regarding Allowing Shareholders to Vote on [Some Aspect] of Compensation	CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE	FOR
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	Church Policies
Approved by Exec Council - Jan 2015) Vote with GL	Recommended by EC CCSR - Jan 2020) Vote with GL
vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
FOR women and minorities and board	FOR women and minorities and board
inclusiveness; otherwise vote with GL	inclusiveness; otherwise vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
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Vote with GL	Vote with GL
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AGAINST if the sum of fees for "Tax Fees"	AGAINST if the sum of fees for "Tax Fees"
and "All Other Fees" (categories required	and "All Other Fees" (categories required
for Schedule 14a by the SEC) is greater than	for Schedule 14a by the SEC) is greater than
five percent of the total fees paid to the	five percent of the total fees paid to the
auditing firm; otherwise vote with GL	auditing firm; otherwise vote with GL
AGAINST if the sum of fees for "Tax Fees"	AGAINST if the sum of fees for "Tax Fees"
and "All Other Fees" (categories required	and "All Other Fees" (categories required
for Schedule 14a by the SEC) is greater than	for Schedule 14a by the SEC) is greater than
five percent of the total fees paid to the	five percent of the total fees paid to the
auditing firm; otherwise vote with GL	auditing firm; otherwise vote with GL
	-
Vote with GL	Vote with GL
FOR	FOR
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ISSUE CODE / POLICY ITEM 310-SHP Regarding Disclosure of Executive Compensation 2310-SHP Regarding Report on Ratio Between CEO and Employee Pay AGAINST FOR 2312-SHP Regarding Report on Ratio Between CEO and Employee Pay AGAINST FOR 2313-SHP Regarding Report on Executive Retirement Benefits (seeking shareholder any future extraordinary retirement benefits for senior executives. This policy would be implemented in a manner that does not violate any existing employment agreement or vested pension benefit.] 2315-SHP Regarding Stock Option Policy [shareholder proposal requesting that the board take the necessary steps to ensure that no future new stock options are awarded to senior executives and that no current stock options are avarded to senior executives and that no current stock options are avarded to senior executives and that no current stock options are erepriced or renewed] 2320-SHP Regarding Paying Director Compensation AGAINST AGAINST AGAINST AGAINST CASE-BY-CASE FOR 2330-SHP Regarding Golden Parachutes FOR 2331-SHP Recoupment of Unearned Bonuses (Clawback) 2330-SHP Regarding Performance—Based Equity Compensation CASE-BY-CASE 2340-SHP Regarding Performance—Based Equity Compensation CASE-BY-CASE 2341-SHP Ray for [superior] Performance 2340-SHP Regarding Pension Fund Surplus [shareholder proposal requesting that the board obtain approval of any future supplemental executive retirement plan ("SERP") or individual retirement arrangement for senior executives that provides preferential benefit formulas or supplemental pension benefits that are not provided to other managers under the Company's regular tax-qualified pension plan. This policy should not violate any existing employment agreement or vested pension benefits.] 2370-SHP Regarding Compensation Consultants [shareholder proposal requesting that the board of directors to adopt a policy stating that any consultant retained to advise the board of the board's compensation consultant, should not be retained to provide any other se	GL GENERAL GL SRI AGAINST FOR AGAINST FOR AGAINST FOR AGAINST FOR AGAINST FOR AGAINST FOR CASE-BY-CASE Benefits [seeking shareholder elent benefits for senior executives. Inter that does not violate any Dension benefit.] CASE-BY-CASE AGAINST FOR CASE-BY-CASE Tormulas or supplemental ther managers under the an. This policy should not violate ted pension benefit.] Itants [shareholder proposal rectors to adopt a policy stating oard or the board's compensation ters, or any affiliate of a tained to provide any other the Company, or to any of the CASE-BY-CASE CASE-BY-CASE FOR CASE-BY-CASE FOR CASE-B
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2500-SHP Regarding Cumulative Voting CASE-BY-CASE	CACE BY CACE
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2510-SHP Regarding Counting Shareholder Votes [shareholder proposal CASE-BY-CASE	CASE-BY-CASE CASE-BY-CASE
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the Company's outstanding stock to have one vote per share (including	CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE
encouragement and negotiation with Ford family shareholders to request that	CASE-BY-CASE CASE-BY-CASE GL had no analyses for this issue CASE-BY-CASE Votes [shareholder proposal pt a recapitalization plan for all of
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	Church Policies
Approved by Exec Council - Jan 2015)	Recommended by EC CCSR - Jan 2020)
Vote with GL SRI Vote with GL SRI	Vote with GL SRI Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL
Vote with GL	Vote with GL
FOR	FOR
FOR requirements that at least twenty-five	FOR requirements that at least twenty-five
percent of payments to directors be in stock; AGAINST otherwise	percent of payments to directors be in stock; AGAINST otherwise
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL Vote with GL	Vote with GL Vote with GL
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Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL Vote with GL	Vote with GL Vote with GL
vote with GL	vote with GL
FOR independent vote tabulator; GL otherwise	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL
Vote with GL	Vote with GL
AGAINST preemptive rights; GL otherwise	AGAINST preemptive rights; GL otherwise
Vote with GL	Vote with GL
Vote with GL Vote with GL	Vote with GL Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
FOR with a minimum 10 percent share threshold	Vote case-by-case Vote For to increase shareholder rights
	FOR (10% threshold)
Vote with GL	Vote with GL
Vote with GL	Vote with GL

	Glass Lewi	s Policies
ISSUE CODE / POLICY ITEM	GL GENERAL	GL SRI
2587-SHP Regarding Sale of the Company or Assets	CASE-BY-CASE	
2588-SHP Requiring Directors to Consider the Effects of Mergers, Takeovers or Acquisitions on Company Stakeholders	AGAINST	FOR
2590-SHP Regarding Reincorporation	CASE-BY-CASE	
2593-SHP Regarding Annual Meeting Date	AGAINST	
2594-SHP Regarding Annual Meeting Location	AGAINST	
2595-SHP Regarding Misc. Board/Shareholder Rights Issue (GL had no analyses for this issue code)	CASE-BY-CASE	
2600-SHP Regarding Ceres Principles (a 10-point code of corporate environmental ideals)	CASE-BY-CASE	FOR
2605-SHP Regarding Report/Action on Climate Change	CASE-BY-CASE	FOR
2610-SHP Regarding Sustainability Report	CASE-BY-CASE	FOR
2611-SHP Regarding Environmental Report	FOR	FOR
2615-SHP Regarding Review Energy Efficiency & Renewables 2620-SHP Regarding Bioengineering / Nanotechnology Safety	CASE-BY-CASE AGAINST	FOR FOR
2640-SHP Regarding Review Nuclear Facility/Waste	AGAINST	FOR
2645-SHP Regarding Report on Power Plant Construction (GL had no analyses for this issue code)	AGAINST	FOR
2650-SHP Regarding Report on Nuclear Weapons Production	AGAINST	FOR
2655-SHP Regarding Ending Nuclear Weapons Production	AGAINST	FOR
2660-SHP Regarding Space Weapons (SH proposal requesting a report on space weapons with the long term goal of reducing or eliminating space weapons.)	AGAINST	FOR
2661-SHP Regarding Firearms	CASE-BY-CASE	CASE-BY- CASE
2670-SHP Regarding Improving Elimination of Dioxin Formation	AGAINST	FOR
2671-SHP Regarding Report on Financial Risks of Cyanide Leaching	AGAINST	FOR
2675-SHP Regarding Safe Management of Wastes Contaminated by PCBs	AGAINST	FOR
2680-SHP Regarding Phasing Out PVC Products in Medical Products	AGAINST	FOR
2681-SHP Regarding Labeling Devices Containing PVC Plasticized with DEHP	AGAINST	FOR
2682-SHP Regarding Eliminating Mercury Pollution from the Hospital Waste Stream	AGAINST	FOR
2683-SHP Regarding Phasing Out Retail Sale of Mercury Fever Thermometers	AGAINST	FOR
2684-SHP Regarding Adoption of Comprehensive Recycling Strategies	AGAINST	FOR
2685-SHP Regarding Company Product Responsibility	AGAINST	FOR
2686-SHP Regarding Reporting and Reducing Greenhouse Gas Emissions 2690-SHP Regarding Report on Antibiotics in Animal Agriculture	CASE-BY-CASE AGAINST	FOR FOR
2695-SHP Regarding Misc. Energy/Environmental Issues (Company policy on recycling electronic waste)	CASE-BY-CASE	FOR
2700-SHP Regarding Report on EEO 2705-SHP Regarding Monitoring/Adopting ILO (International Labor Organization) Conventions	CASE-BY-CASE CASE-BY-CASE	FOR FOR
2710-SHP Regarding Review of Global Labor Practices 2711-SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	CASE-BY-CASE CASE-BY-CASE	FOR FOR
2713-SHP Regarding Independent Verification of Contractors' Compliance with Labor and Human Rights Standards	AGAINST	FOR
2715-SHP Regarding MacBride Principles (fair employment)	AGAINST	FOR
2720-SHP Regarding Support of Fair Trade Coffee	AGAINST	FOR
2725-SHP Regarding Review Mexican Work Force Conditions	CASE-BY-CASE	FOR
2730-SHP Regarding Adopting Standards for Mexican Operation	CASE-BY-CASE	FOR
2735-SHP Regarding Prohibiting Forced Labor in China 2737-SHP Regarding Adoption and Implementation of the China Business Principles	CASE-BY-CASE CASE-BY-CASE	FOR
2740-SHP Regarding Code of Conduct in China	CASE-BY-CASE	FOR
2745-SHP Regarding Reviewing Operations in Burma/The Sudan	CASE-BY-CASE	FOR
2750-SHP Regarding Limiting or Ending Operations in Burma/The Sudan	CASE-BY-CASE	FOR
2755-SHP Regarding Reviewing Operations' Impact on Local Groups	CASE-BY-CASE	FOR
2757-SHP Regarding Adoption of Equator Principles	AGAINST	FOR
2760-SHP Regarding No Loans/Government Contracts in Misc. Country (GL had no analyses for this issue code)	AGAINST	FOR

	Church Policies
Approved by Exec Council - Jan 2015)	Recommended by EC CCSR - Jan 2020)
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL
Vote with OE	Vote with GE
Vote with GL	Vote with GL
	Vote with GL
Vote with GL Vote with GL	Vote with GL
vote with GL	vote with GL
V	V. (
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL	FOR
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
FOR reports on the risks associated with	FOR reports on the risks associated with
irradiated fuel rods; AGAINST resolutions	irradiated fuel rods; AGAINST resolutions
asking for an end to nuclear power-related	asking for an end to nuclear power-related
activities	activities
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with OE ofti	Total Willi GE Oil
Vote with GL	Case by case. Support any proposal that
Vote with GL	seeks to reduce the illegal use of firearms.
	seeks to reduce the illegal use of firearms.
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with OE ofti	Total Willi GE Oil
Vote with GL SRI	Vote with GL SRI
Vote with GL Ski	Vote with GL SKI
V	V. (
Vote with GL SRI	Vote with GL SRI
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	Glass Lewi	s Policies
ISSUE CODE / POLICY ITEM	GL GENERAL	GL SRI
2765-SHP Regarding Military Contracts/Sales	AGAINST	FOR
J J		'
2768-SHP Regarding Offering Existing Participants Option To Retain Pension	AGAINST	FOR
Plan		
2770-SHP Regarding Plant Closings	AGAINST	FOR
2773-SHP Regarding Report on How Workers' Rights Will be Respected	AGAINST	FOR
During Downsizings		
2774-SHP Regarding Freeze Executive Pay During Layoffs	AGAINST	FOR
2775-SHP Regarding Adopting Sexual Orientation Anti-Bias Policy	CASE-BY-CASE	FOR
2780-SHP Regarding Report on Effect of Health Pandemics on the Company	AGAINST	FOR
and its Response		
·		
2785-SHP Regarding Misc. Worker Health/Safety (GL had no analyses for this	CASE-BY-CASE	FOR
issue code)		
2790-SHP Regarding Misc. Labor Issues/Policies (report on working and living	CASE-BY-CASE	FOR
conditions within company facility)		
2795-SHP Regarding Misc. Human/Political Rights Policies (create a board	CASE-BY-CASE	FOR
committee on human rights)	CACE DV CACE	EOR
2800-SHP Regarding Tobacco/Alcohol	CASE-BY-CASE	FOR
2810-SHP Regarding Drug Pricing/Distribution	AGAINST	FOR
2815-SHP Regarding Animal Welfare	AGAINST	FOR
2820-SHP Regarding Fair Lending Policy	AGAINST	FOR
2825-SHP Regarding Pregnancy/Abortion Issues	AGAINST	
2830-SHP Regarding Reviewing Charitable Spending	CASE-BY-CASE	FOR
COOR OUR D	4.0.41110=	
2835-SHP Regarding Limiting or Ending Charitable Spending	AGAINST	FOR
2840-SHP Regarding Reviewing Political Spending or Lobbying	CASE-BY-CASE	FOR
2845-SHP Regarding Limiting or Ending Political Spending	CASE-BY-CASE	FOR
2850-SHP Regarding Affirmation of Political Nonpartisanship	AGAINST	FOR
2855-SHP Regarding Disclosure of Prior Government Service	AGAINST	FOR
2860-SHP Regarding Refraining from Challenging Government Laws	AGAINST	FOR
2870-SHP Regarding Oil&Gas Transparency Initiative	AGAINST	FOR
2885-SHP Regarding Participation in Funding of Micro-Finance Groups	AGAINST	FOR
2890-SHP: Ethical Criteria for Marketing Breast Milk Substitutes	AGAINST	FOR
2895-SHP Regarding Misc. Social Issue (use of conflict minerals)	CASE-BY-CASE	
2005 CUD Departing Identification of Department Of CUD- (CL as 11 and 12	CASE BY CASE	FOR
2905-SHP Regarding Identification of Proponents Of SHPs (GL could provide	CASE-BY-CASE	FOR
no examples for this issue code because it hasn't appeared on a proxy in		
several years)		
2910-SHP Regarding Reports on Legal Expenditures Related To Legal	CASE-BY-CASE	FOR
Compliance/Lawsuits	CAUL DI-OAGE	. 5
2940-SHP Regarding Repeal of Bylaw Amendments	CASE-BY-CASE	
2950-SHP Regarding Company Compliance with Corporate Governance	CASE-BY-CASE	FOR
Codes (GL could provide no examples for this issue code because it hasn't	CAUL-DI-CAGE	. 51
appeared on a proxy in several years)		
appeared on a proxy in several years;		
2995-SHP: Misc. Issues (SH request to list company stock on a national	CASE-BY-CASE	
securities exchange)	CASE-BI-CASE	
Securities excitative)		
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The Episcopal	Church Policies
Approved by Exec Council - Jan 2015)	Recommended by EC CCSR - Jan 2020)
FOR reports on processes and procedures	FOR reports on processes and procedures
for foreign military sales; otherwise vote	for foreign military sales; otherwise vote
with GL	with GL
With GL	with GL
V. () O O O	V. (
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
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Vete with OL CDI	Vete with OL CDI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
1	
Vote with GL SRI	Vote with GL SRI
VOICE WITH GL SKI	VOICE WITH GL SKI
FOR resolutions regarding investment	FOR resolutions regarding investment
company avoidance of tobacco investments	company avoidance of tobacco investments
and making company facilities smokefree,	and making company facilities smokefree,
FOR resolutions regarding the creation of	FOR resolutions regarding the creation of
industry standards for limiting smoking in	industry standards for limiting smoking in
movies, FOR resolutions regarding reviews	movies, FOR resolutions regarding reviews
of tobacco use in movies, and AGAINST	of tobacco use in movies, and AGAINST
resolutions requesting divestiture of movie	resolutions requesting divestiture of movie
businesses based on tobacco use in	businesses based on tobacco use in
movies; vote with GL re alcohol	movies; vote with GL re alcohol
V. (V. (
Vote with GL SRI	Vote with GL SRI
FOR resolutions regarding reviews of	FOR resolutions regarding reviews of
animal welfare policies; AGAINST on	animal welfare policies; AGAINST on
resolutions regarding ending animal testing	resolutions regarding ending animal testing
(except FOR resolutions regarding ending	(except FOR resolutions regarding ending
animal testing for cosmetics and	animal testing for cosmetics and
undertaking humane slaughtering	undertaking humane slaughtering
techniques); otherwise vote with GL SRI	techniques); otherwise vote with GL SRI
Vote with GL SRI	Vote with GL SRI
AGAINST resolutions regarding limits on the	
production or provision of contraceptives	production or provision of contraceptives
and/or abortifacients	and/or abortifacients
AGAINST reviewing to cut charitable	AGAINST reviewing to cut charitable
spending or to cut charitable spending;	spending or to cut charitable spending;
otherwise vote with GL SRI	otherwise vote with GL SRI
	The state of the s
Vote with GL	Vote with GL
	Vote with GL SRI
Vote with GL SRI	
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SPI
VOICE WILLI GE SKI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with CI	Voto with CI
Vote with GL	Vote with GL