

UUA Proxy Voting Guidelines
As adopted by the Committee on Socially Responsible Investing
As of March 2006

Proposal

UUA Vote Recommendation

1. DIRECTOR-RELATED ISSUES

1a. Uncontested Election of Directors

Votes on individual director nominees are made on a **case-by-case** basis.

Diversity threshold: Board must have gender or racial diversity.

If no diversity, withhold from: Nominating Committee. If no Nominating Committee withhold from entire slate.

If diversity info not available: Withhold from Nominating Committee.

Overboarded director limit: 6 public company boards, or are CEOs and sit on more than 3 total public boards.

Key Committees: Must be composed entirely of independent directors.

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.

Excessive Audit fees: Withhold votes from members of the Audit Committee when more than 50 percent of the total fees paid to the auditor is attributable to non-audit work.

If Auditor ratification not on ballot: Withhold votes from entire Audit Committee if ratification pulled within the past year.

Combined Chairman/CEO positions: Case-by-case

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.

Attendance: Withhold votes from directors who attend less than 75 percent of the board and committee meetings without a valid excuse.

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.

Executive Compensation: Withhold from Compensation Committee members when there is a negative correlation between chief executive pay and company performance.

1b. Contested Election of Directors

Votes in a contested election of directors are evaluated on a **case-by-case** basis

1c. Classified Board

Vote **for** proposals to declassify the board the directors.
Vote **against** proposals to classify the board of directors.

1d. Shareholder Ability to Remove Directors

Vote **against** proposals that provide that directors may be removed only for cause.

Vote **for** proposals to restore shareholder ability to remove directors with or without cause.

Vote **against** proposals that provide that only continuing directors may elect replacements to fill board vacancies.

Vote **for** proposals that permit shareholders to elect directors to fill board vacancies.

Abstain on management proposals to eliminate cumulative voting.

1e. Cumulative Voting

1f. Alter Size of the Board

Vote **for** proposals that seek to fix the size of the board.

Vote **case-by-case** on proposals that seek to change the size or range of the board.

Vote **against** proposals that give management the ability to alter the size of the board without shareholder approval.

2. AUDITORS

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. Vote **against** where non-audit fees exceed **25** percent of total fees paid.

2. Ratification of Auditors

3. PROXY CONTEST DEFENSES / TAKEOVER DEFENSES

3a. Shareholder Ability to Call Special Meeting

Vote **for** proposals that remove restrictions on the right of shareholders to act independently of management.

Vote **against** proposals to restrict or prohibit shareholder ability to call special meetings.

3b. Shareholder Ability to Act by Written Consent

Vote **for** proposals to allow or facilitate shareholder action by written consent.

Vote **against** proposals to restrict or prohibit shareholder ability to take action by written consent.

3c. Poison Pills

Vote against management proposals to ratify a poison pill.

3d. 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.

3e. Greenmail

Vote **for** proposals to adopt antigreenmail charter or bylaw amendments or otherwise restrict a company's ability to make greenmail payments.

Review on a **case-by-case** basis antigreenmail proposals when they are bundled with other charter or bylaw amendments.

3f. Unequal Voting Rights

Generally vote **against** dual class capitalization.

3g. Supermajority Shareholder Vote Requirement to Amend Charter or Bylaws

Vote **for** proposals to lower supermajority shareholder vote requirements for charter and bylaw amendments.

Vote **against** management proposals to require a supermajority shareholder vote to approve charter and bylaw amendments.

3h. Supermajority Shareholder Vote Requirement to Approve Mergers

Vote **for** proposals to lower supermajority shareholder vote requirements for mergers and other significant business combinations.

Vote **against** management proposals to require a supermajority shareholder vote to approve mergers and other significant business combinations.

3i. 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.

3j. Director and Officer Indemnification

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.

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.

4. MISC. GOVERNANCE PROVISIONS

4a. Confidential Voting	Vote for management proposals to adopt confidential voting.
	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.
4b. Bundled Proposals	
4c. Adjourn Meeting if Votes are Insufficient	Vote against proposals to adjourn the meeting when votes are insufficient. Vote for proposals to adjourn the meeting when supporting a company merger proposal.
4d. Other Business	Vote against other business proposals.
4e. Changing Corporate Name	Vote for changing the corporate name.

5. CAPITAL STRUCTURE

5a. Common Stock Authorization	Review on a case-by-case basis proposals to increase the number of shares of common stock authorized for issue. Increase limit: Case-by-case
	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.
5b. Stock Distributions: Splits and Dividends	
5c. Reverse Stock Splits	Review on a case-by-case basis management proposals to implement a reverse stock split. We will generally vote for a reverse stock split if management provides a reasonable justification for the split. 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.
5d. Blank Check Preferred Authorization	Vote against proposals that would authorize the creation of new classes of preferred stock with unspecified voting, conversion, dividend and distribution, and other rights. 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. Vote for requests to require shareholder approval for blank check authorizations.
5e. Adjustments to Par Value of Common Stock	Vote for management proposals to reduce the par value of common stock.

5f. 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.

5g. Debt Restructurings

Review on a **case-by-case** basis proposals regarding debt restructurings.

5h. Share Repurchase Programs

Vote **for** management proposals to institute open-market share repurchase plans in which all shareholders may participate on equal terms.

6. EXECUTIVE AND DIRECTOR COMPENSATION

6a. Stock-Based Incentive Plans

Votes with respect to compensation plans should be determined on a **case-by-case** basis.

Dilution cap: Case-by-case

Total annual CEO compensation limit: Case-by-case

Fair Market Value limit: Case-by-case

Expensed option requirement: Case-by-case

Percentage of total grants to executives limit:

Case-by-case

Burn Rate cap: Case-by-case

6b. Approval of Cash or Cash-and-Stock Bonus Plans

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.

6c. Employee Stock Purchase Plans

Vote **for** employee stock purchase plans with an offering period of 27 months or less when voting power dilution is ten percent or less.

Vote **against** employee stock purchase plans with an offering period of greater than 27 months or voting power dilution of greater than ten percent.

6d. 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.

7. MERGERS AND CORPORATE RESTRUCTURINGS

7a. Mergers and Acquisitions

Votes on mergers and acquisitions are considered on a **case-by-case** basis.

7b. Voting on State Takeover Statutes

We 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, antgreenmail provisions, and disgorgement provisions).

We generally vote **for** opting 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.

7c. Voting on Reincorporation Proposals

Proposals to change a company's state of incorporation should be examined on a **case-by-case** basis. Review management's rationale for the proposal, changes to the charter/bylaws, and differences in the state laws governing the corporations.

7d. Corporate Restructuring

Votes on corporate restructuring proposals, including minority squeezeouts, leveraged buyouts, spin-offs, liquidations, and asset sales, should be considered on a **case-by-case** basis.

7e. 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.

7f. 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.

7g. 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.

7h. Appraisal Rights

Vote **for** proposals to restore, or provide shareholders with, rights of appraisal.

8. MUTUAL FUND PROXIES

8a. Mutual Funds - Election of Trustees

Votes on trustee nominees are made on a **case-by-case** basis.

8b. Mutual Funds - Investment Advisory Agreement

Votes on investment advisory agreements should be evaluated on a **case-by-case** basis.

8c. Mutual Funds - Fundamental Investment

Votes on amendments to a fund's fundamental investment restrictions should be evaluated on a **case-by-case** basis.

8d. Mutual Funds - Distribution Agreements

Votes on distribution agreements should be evaluated on a **case-by-case** basis.

9. SHAREHOLDER PROPOSALS: CORPORATE GOVERNANCE AND EXECUTIVE COMPENSATION

9a. Rotate Annual Meeting:
9b-1. Declassify Board of Directors:

Review on **case-by-case** basis shareholder proposals to rotate the annual meeting of shareholders or change the date and time of the meeting.

Vote **for** proposals to declassify the board the directors.

9b-2. Separate Chairman and CEO:
9b-3. Adopt Cumulative Voting:

Vote **for** shareholder proposals that would require the positions of chairman and CEO to be held by different persons.

Review on **case-by-case** basis shareholder proposals to permit cumulative voting,

Vote **for** shareholder proposals to adopt cumulative voting at companies with no women or minority members on the board.

9b-4. Majority of Independent Directors:

Vote **for** shareholder proposals that request that the board be comprised of a majority of independent directors.

Vote **for** shareholder proposals calling for directors to be elected with an affirmative majority of votes cast provided the proposals include a carve-out for plurality voting when there are more directors than board seats.

9b-5. Majority Elections:

Vote **against** if the company has adopted principles that present a meaningful alternative to the majority voting standard.

9b-6. Independent Committees:

Vote **for** shareholder proposals that request that the board audit, compensation and/or nominating committees include independent directors exclusively.

9b-7. Adopt Director Term Limits:

Vote **against** shareholder proposals to limit the tenure of outside directors.

9b-8. 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.

9c-1. 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.

9c-2. Remove Antitakeover Provisions:

Vote **for** shareholder proposals that seek to remove antitakeover provisions.

9c-3. 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.

9c-4. 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.*

9c-5. 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.

9c-6. Elect Auditors/ Ensure Auditor Independence:

Vote **for** proposals that would allow shareholders to elect the auditors.

9c-7. Non-Partisanship/ Political Contributions:

Vote **for** proposals calling for a company to disclose its political contributions unless the terms of the proposal are unduly restrictive.

9d-1. Increase Disclosure of Executive Compensation:

Vote **against** proposals calling for a company to refrain from making any political contributions.

Vote **for** shareholder proposals seeking increased disclosure on executive compensation issues including the preparation of a formal report on executive compensation practices and policies.

9d-2. 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** when the terms of the proposal are unduly restrictive or arbitrary.

Vote on a **case-by-case** basis on shareholder proposals asking executives to receive part of their retainer in stock.

9d-3. Prohibit/Require Shareholder Approval for Option Repricing:

Vote **for** shareholder proposals seeking to limit repricing.

9d-4. Severance Agreements/ Golden Parachutes:

Vote **for** shareholder proposals asking the company to have option repricings submitted for shareholder ratification.

9d-5. Cash Balance Plans:

Vote **for** shareholder proposals to have golden and tin parachutes submitted for shareholder ratification.

Vote on a **case-by-case** basis 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.

9d-6. Performance-Based Options/Indexed Options:

Vote **for** shareholder proposals to link executive pay to performance, including the use of indexed options and other indicators.

9d-7. 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 on a **case-by-case** basis shareholder proposals seeking to link executive pay to non-financial factors.

9e-1. Seek sale of company/assets

We vote on a **case-by-case** basis proposals that seek the sale of the company or company assets.

9e-2. 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.

9e-3. 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.

10. SHAREHOLDER PROPOSALS: SOCIAL AND ENVIRONMENTAL PROPOSALS

10a-1. 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.

10a-2. 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.

10a-3. Prepare Report/Promote EEOC-Related Activities:

Vote **for** shareholder proposals that ask the company to report on its diversity and/or affirmative action programs.

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.

Vote **for** shareholder proposals requesting nondiscrimination in salary, wages and all benefits.

Vote **for** shareholder proposals calling for action on equal employment opportunity and antidiscrimination.

**10a-4. Report on Progress
Toward Glass Ceiling
Commission
Recommendations:**

Vote **for** shareholder proposals that ask the company to report on its progress against the Glass Ceiling Commission's recommendations.

Vote **for** shareholder proposals seeking to eliminate "glass ceiling" for women and minority employees.

**10a-5. Prohibit
Discrimination on the Basis
of Sexual Orientation:**

Vote **for** shareholder proposals to include language in EEO statements specifically barring discrimination on the basis of sexual orientation.

Vote **for** shareholder proposals seeking reports on a company's initiatives to create a workplace free of discrimination on the basis of sexual orientation.

Vote **against** shareholder proposals that seek to eliminate protection already afforded to gay and lesbian employees.

**10a-6. 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.

**10b-1. Codes of Conduct
and Vendor Standards:**

Vote **for** shareholder proposals to implement human rights standards and workplace codes of conduct.

Vote **for** shareholder proposals calling for the implementation and reporting on ILO codes of conduct, SA 8000 Standards, or the Global Sullivan Principles.

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).

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.

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.

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.

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.

10b-2. Prepare Report on Operations in Burma/Myanmar:

Vote **for** shareholder proposals to adopt labor standards in connection with involvement in Burma.

Vote **for** shareholder proposals seeking reports on Burmese operations and reports on costs of continued involvement in the country.

Vote shareholder proposals to pull out of Burma on a **case-by-case** basis.

10b-3. Adopt/Report on MacBride Principles:

Vote **for** shareholder proposals to report on or to implement the MacBride Principles.

10b-4. Prepare Report on Operations in China:

Vote **for** shareholder proposals requesting more disclosure on a company's involvement in China

Vote on a **case-by-base** basis shareholder proposals that ask a company to terminate a project or investment in China.

10b-5. Prepare Report on Maquiladoras:

Vote **for** shareholder proposals to prepare reports on a company's Maquiladora operations.

10b-6. Prepare Report on Company Activities Affecting Indigenous Peoples' Rights:

Vote **for** shareholder proposals to prepare reports on a company's impact on indigenous communities.

10b-7. Outsourcing:

Vote **for** shareholder proposals asking companies to report on the risks associated with outsourcing or offshoring.

10b-8. 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.

10c-1. Environmental Report (General):

Vote **for** shareholder proposals seeking greater disclosure on the company's environmental practices, and/or environmental risks and liabilities.

10c-2. Prepare Report on Global Warming/Greenhouse Gas Emissions:

Vote **for** shareholder proposals seeking disclosure of liabilities or preparation of a report pertaining to global warming.

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.

10c-3. 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.

10c-4. 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.

10c-5. Adopt/Implement CERES Principles:

Vote **for** shareholder proposals to study or implement the CERES principles.

10c-6. Phase Out Chlorine-Based Chemicals:

Vote **for** shareholder proposals to prepare a report on the phase-out of chlorine bleaching in paper production.

Vote on a **case-by-case** basis on shareholder proposals asking companies to cease or phase-out the use of chlorine bleaching.

10c-7. Report/Reduce Toxic Emissions and Assess Community Impact:

Vote **for** shareholder proposals that seek to prepare a report on the company's procedures for reducing or preventing pollution and/or the impact of the company's pollution on the surrounding communities.

Vote **for** shareholder proposals calling on the company to establish a plan reduce toxic emissions.

10c-8. 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.

10c-9. 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.

10c-10. 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.

10c-11. Report on the Feasibility of Removing “Harmful” Ingredients from Cosmetic Products:

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.

10c-12. Nuclear Energy:

Vote **for** shareholder proposals seeking the preparation of a report on a company’s nuclear energy procedures.

Abstain on proposals that ask the company to cease the production of nuclear power.

10d-1. 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.

10d-2. Prepare Report to Renounce Future Landmine Production:

Vote **for** shareholder proposals seeking a report or the renouncement of future landmine production.

10d-3. Prepare Report on Foreign Military Sales:

Vote **for** shareholder proposals to report on foreign military sales or offset agreements.

Vote **case-by-case** on proposals that call for restrictions on foreign military sales.

Vote **case-by-case** on 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.

10e-1. Phase-out or Label Products Containing Genetically Modified Organisms:

Abstain on shareholder proposals to label products that contain genetically modified organisms.

Abstain on shareholder proposals that ask the company to phase out the use of genetically modified organisms in their products.

Abstain on shareholder proposals that ask the company to report on the use of genetically modified organisms in their products.

10e-2. 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.

10e-3. Control over Charitable Contributions:

Vote **case-by-case** on shareholder proposals giving criteria or to require shareholder ratification of grants.

10e-4. Disclosure on Prior Government Service:

Vote **for** shareholder proposals calling for the disclosure of prior government service of the company’s key executives.

10e-5. 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.

10e-6. Adopt Policy/Report on Predatory Lending Practices:

Vote **for** shareholder proposals seeking the development of a policy or preparation of a report to guard against predatory lending practices.

10e-7. Disclosure on Credit in Developing Countries (LDCs):

Vote **for** shareholder proposals asking for disclosure on lending practices in developing countries, unless the company has demonstrated a clear proactive record on the issue.

Vote **case-by-case** on shareholder proposals asking banks to forgive loans outright.

Vote **case-by-case** on shareholder proposals asking for loan forgiveness at banks that have failed to make reasonable provisions for non-performing loans.

Vote **case-by-case** on proposals to restructure and extend the terms of non-performing loans.

10e-9. 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 **against** proposals requesting that companies adopt policies not to constrain prescription drug re-importation by limiting supplies to foreign markets.

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.

10e-10. Adult Entertainment:

10e-11. Abortion/Right to Life Issues:

Vote **case-by-case** on shareholder proposals that address right to life issues.

**10e-12. Animal Testing
(substitutes for):**

Vote **for** shareholder proposals that seek to limit unnecessary animal testing where alternative testing methods are feasible or not required by law.

Abstain on shareholder proposals asking companies to report on the operational costs and liabilities associated with selling animals.