

SOCIALLY RESPONSIBLE INVESTING WORK GROUP

CALENDAR YEAR 2013 PROXY VOTING RESULTS

Prepared by Marie Tiemann, Endowment Accountant

59 Proxies did not have any shareholder proposals. No votes submitted for proxies without shareholder proposals

70 Proxies had shareholder proposals that were not relevant to the SRI adopted policies. The vote on these proposals is ABSTAIN.

Many of the shareholder proposals in this category related to issues of Board of Directors classification, Political Contribution reports, voting for an independent director, cumulative or majority voting, executive compensation, international human rights. Abbot Laboratories and E.I. DuPont had proposals relating to genetically modified ingredients/seed. Home Depot had a proposal relating to diversity vs. discrimination

13 Proxies had shareholder proposals that I voted on which related to the SRI policies.

NOTE: The number of proxies decreased significantly in 2013 due to the exit from the RhumbLine S&P 500 investment account in September 2012 which held many of the stocks. The current stocks which are actively traded are held with 3 investment managers: Iridian, DSM and Rhumbline S&P 100.

Antipersonnel Landmines 05/1/98

JP Morgan Chase & Co – May 21, 2013

Shareholders request that the Board institute transparent procedures to avoid holding or recommending investments in companies that, in management's judgment, substantially contribute to *genocide* or crimes against humanity.... FOR

Require separation of chairman and CEO – ABSTAIN

Require executives to retain significant stock until reaching normal retirement age- ABSTAIN

Disclose firm payments used directly or indirectly for lobbying including specific amounts and recipients' names – ABSTAIN

Tobacco 05/22/04

Discrimination in Employment 05/22/04

Resolution Regarding Proxy Voting in Favor of Climate Change Action 05/17/08

AT&T Inc- April 26, 2013

Shareholders request the Board of Directors report to shareholders, by November 1, 2013, on options for policies and practices AT&T can adopt to reduce the occupational and community health hazards from manufacturing and recycling lead batteries in the company's supply chain. – FOR

Political Contributions Report – FOR (*in error*)

Compensation Packages – ABSTAIN

Independent Board Chairman - ABSTAIN

Berkshire Hathaway – May 4, 2013

Shareholder proposal that Berkshire Hathaway establish reasonable, quantitative goals for reduction of greenhouse gas and other air emissions at its energy-generating holdings; and that Berkshire publish a report to shareholders by September 30, 2013 (at reasonable cost and omitting proprietary information) on how it will achieve these goals – including plans to retrofit or retire existing coal-burning plants at Berkshire-held companies. - FOR

Chevron Corporation – May 29, 2013

Shareholders request that the Board of Directors report to shareholders by October 30, 2013, via quantitative indicators, the results of company policies, procedures and practices above and beyond regulatory requirements, to minimize the adverse environmental and community impacts from the company's shale energy operations. Such a report would be prepared at a reasonable cost and omitting confidential information such as proprietary or legally prejudicial data. – FOR

The Shareholders recommend preparation and delivery to all shareholders a report that includes: a) The numbers of all offshore oil wells (exploratory, production and out-of-production) that Chevron Corporation owns or has partnership in . b) Current and projected expenditures for remedial maintenance and inspection of out-of-production wells. C) Cost of research to find effective containment and reclamation following marine oil spills. - FOR

Chevron Shareholders request that a committee of independent members of the Board of Directors review the exposure and vulnerability of our company's facilities and operations to climate risk and issue a report to shareholders (at a reasonable cost and omitting proprietary information) that reviews and estimates the costs of the disaster risk management and adaptation steps the company is taking, and plans to take, to reduce exposure and vulnerability to climate change and to increase resilience to the potential adverse impacts of climate extremes. – FOR

Lobbying Disclosure – ABSTAIN

Cessation of use of corporate funds for political purposes – ABSTAIN

Cumulative Voting – ABSTAIN

Special Meetings - ABSTAIN

Independent Director with environmental expertise – ABSTAIN

Country Selection Guidelines - ABSTAIN

Conoco Phillips – March 15, 2013

Shareholders request that the Board of Directors adopt quantitative goals, based on current technologies, for reducing total greenhouse gas emissions from the Company's products and operations; and that the Company report (omitting proprietary information and prepared at reasonable cost) to shareholders by September 30, 2013, on its plan to achieve these goals. - FOR

Shareholders request that ConocoPhillips amend its written equal employment opportunity policy to explicitly prohibit discrimination based on gender identity or expression and substantially implement the policy. – FOR
Report on grassroots lobbying expenditures - ABSTAIN

Emerson Electric Company – February 5, 2013

Stockholder requesting the issuance of a sustainability report – None, reviewed too late to vote; (similar to the LY which voted FOR)

Exxon Mobil Corporation – April 4, 2013

Shareholders request that ExxonMobil amend its written EEO policy to explicitly prohibit discrimination based on sexual orientation and gender identity and to substantially implement the policy – FOR (repeat of LY)

Stockholder request report by October 30, 2013 and annually thereafter, using multiple quantitative indicators, the results of company procedures and practices, above company's natural gas extraction operations associated with shale formations. Such reports should be prepared at reasonable cost and omit confidential information. – FOR

Stockholder request BOD adopt quantitative goals by November 30, 2013 for reducing greenhouse gas emissions from the company's products and operations and plans on how to achieve the goals – FOR

Stockholder Proposal – Independent Chairman – ABSTAIN

Stockholder Proposal regarding majority vote required for election of directors – ABSTAIN

Limited Directorships – ABSTAIN

Report on Lobbying - ABSTAIN

Stockholder Proposal regarding a report on political contributions – ABSTAIN

Home Depot – May 23, 2013

Shareholders request the Board establish a written Stormwater Management policy, applicable to all locations, including warehouses which will: Identify all sources of operations for which Home Depot may generate contaminated stormwater, including trucking operations, lawn and garden chemicals, tool rental and other storage of all vulnerable chemical products, and Prepare & publish a stormwater management status report by September 2013, from all Home Depot locations addressing (the aforementioned) and then, Implement Best Management Practices or comparable preventative practices for all potential materials and operational sources of contaminated stormwater ...- FOR

Shareholders request that Home Depot prepare a diversity report, at reasonable cost and omitting confidential information, available to investors by September 2013, including the following: 1. A chart identifying employees according to their gender and race in each of the nine major EEOC-defined job categories for the last three years; 2. A summary description of any affirmative action policies and programs to improve performance, including job categories where women and minorities are underutilized; 3. A description of policies and programs oriented toward increasing diversity in the workplace. - ABSTAIN

Mondelez International – May 21, 2013

Shareowners request that the board of directors issue a report (at reasonable cost and omitting proprietary information) by Sept 1, 2013 assessing the feasibility of adopting a policy of Extended Producer Responsibility for post-consumer product packaging as a means of increasing rates of packaging recycling, and reducing carbon emissions and air and water pollution resulting from the company's business practices. – FOR
Shareholders request that the Board of Directors cause the Company to publish by November 1, 2013, and on and annual basis thereafter, a sustainability report focused on matters of gender equality across the Company's supply chain. – FOR (probably should have Abstained on this one does not really relate to discrimination)

Motorola Solutions Inc. – May 6, 2013

Shareholders request that the board of Directors take the steps necessary to require to Company's significant suppliers to each publish an annual, independently verifiable, sustainability report that the Company makes available to its shareholders.... – ABSTAIN

Target Corporation – June 12, 2013

Board of Directors prepare a report, reasonable cost, etc, on policy options, above and beyond legal compliance, to minimize the environmental impacts of its electronics recycling activities by providing mechanisms for the take back of all electronics sold, promoting reuse of working equipment and preventing export to non-OECD countries of hazardous e-waste and untested or non-working equipment or components.
- For