

2008 Proxy Season REVIEW

PREPARED BY

SOCIAL ADVISORY SERVICES

A Division of



2099 Gaither Rd., Suite 501 • Rockville, MD • 20850-4045 • (301) 556-0500

©Copyright 2008, RiskMetrics Group. All rights reserved.

RiskMetrics Group's Social Advisory Services has prepared the following review of the 2008 Proxy Season, highlighting proposals in core corporate social responsibility areas. This report includes a discussion of the social and environmental proposals that were voted on during the 2008 proxy season at U.S. companies. Social shareholder proposals are filed by religious groups (many of whom are members of the Interfaith Center on Corporate Responsibility), labor groups, public pension funds, socially responsible mutual funds, foundations, individual investors, and advocacy groups. Social and environmental shareholder resolutions can be an effective bargaining chip and a tool in opening up dialogue with corporate issuers when earlier attempts at dialogue have failed. Increasingly in recent years, proposals filed by SRI groups have asked for increased disclosure and activity on topics that not only bring social issues to the forefront, but also align these issues with the long-term financial success of the company.

Socially responsible investors have also filed a higher number of proposals addressing core corporate governance concerns over the past few years, as these issues have emerged as a high priority for social investors in the wake of the recent corporate scandals. We note that this report only includes details on those governance proposals that are linked directly with social issues and compensation proposals that have a clear labor or social dimension. The end of the report lists all of the respective issues and companies where such proposals reached the ballot in the 2008 proxy season.

Voting results have been referenced in cases where the company received proposals this year and similar proposals in 2007. Analysts from RMG's Social Advisory Services have collected a majority of the voting results identified for this season from companies' quarterly reports and from company offices directly. Vote results at U.S. companies have been calculated as total votes cast in favor of the proposal divided by total votes cast for and against the proposal, consistent with the methodology used by the SEC under rule 14a-8(i)(12).

Copyright © 2008, RiskMetrics Group

All Rights Reserved. No part of this publication may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying, recording, or any information storage and retrieval system, without permission from the publisher.

RiskMetrics Group (RMG) is the world's leading provider of proxy voting and corporate governance services. RMG serves more than 1600 institutional and corporate clients throughout North America and Europe with its core business — analyzing proxies and issuing informed research and objective vote recommendations for 35,000 meetings in 115 markets worldwide. Considered to be the world's leading authority on corporate governance, RMG's voting policies are designed on the premise that good corporate governance ultimately results in increased shareholder value. Social Advisory Services (SAS), an independent division of RMG, offers a turnkey SRI solution for investment managers, including proxy research, SRI voting policy, vote recommendations, and vote execution, as well as online portfolio screening tools.

While RMG exercised due care in compiling this report, we make no warranty, express or implied, regarding the accuracy, completeness or usefulness of this information and assume no liability with respect to the consequences of relying on this information for investment purposes.

Table of Contents

I. INTRODUCTION	4
II. ENVIRONMENT	6
Sustainability Reporting and other Environmental Reporting	6
Greenhouse Gas Emissions / Climate Change	7
Recycling	7
Nuclear Energy	8
Renewable Energy	8
Operations in Sensitive Areas	8
Timber Sourcing	8
Miscellaneous Environmental	8
III. INTERNATIONAL OPERATIONS & WORKPLACE CODES OF CONDUCT	9
Implement and Monitor Code of Corporate Conduct/Human Rights Policy	9
Adopt MacBride Principles	10
Miscellaneous Human Rights	10
IV. CONSUMER, HEALTH & SAFETY	10
Health Care Reform	10
Animal Welfare and Testing	11
Genetically Engineered (GE) Related Proposals	12
Tobacco-Related Proposals	13
Product Safety	14
Miscellaneous Health & Safety	14
V. DIVERSITY & EQUALITY	14
Equal Employment Opportunity (EEO) Disclosure	14
Board Diversity	14
Sexual Orientation	14
VI. WEAPONS & MILITARY	15
Adopt Ethical Criteria for Weapons Contracts	15
Report on Foreign Sales	15
Report on Depleted Uranium Weapons Components	16
VII. COMPENSATION & CORPORATE GOVERNANCE	16
Prepare Report on Pay Disparity	16
VIII. POLITICAL CONTRIBUTIONS AND MISCELLANEOUS CORPORATE SOCIAL RESPONSIBILITY PROPOSALS	16
Political Contributions	16
Other Proposals	17
IX. INTERNATIONAL SHAREHOLDER PROPOSALS	18
Canada	18
Denmark	18
Japan	18
Sweden	18

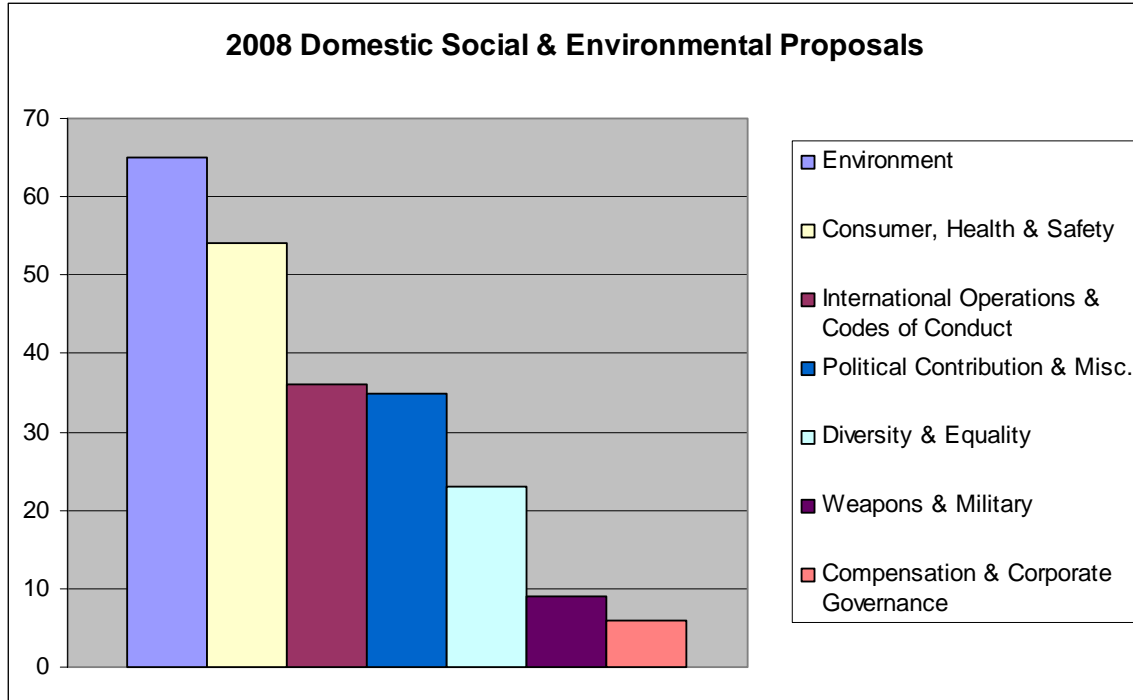
I. Introduction

During the 2008 proxy season, investors witnessed an overall increase in support of social issues as over 32 percent of the social and environmental shareholder proposals on the ballot received at least 15-percent shareholder support. Proposals seeking additional disclosure on environmental issues were the most prevalent this year. Disclosure of Greenhouse Gas Emissions and Sustainability received the most support, as 22 of the 39 proposals on the environmental issue achieved results of 15 percent or more. Resolutions calling for increased transparency on corporate political and trade association contributions were also widely supported. This year, **ConocoPhillips** witnessed some of the largest shareholder vote results for both the adoption of GHG emission goals and report on political contributions with 41-percent and 39-percent support on the proposals respectively. **Expeditors International of Washington, Inc.** won a majority of votes cast at 52 percent.

Top 20 Votes from the 2008 Proxy Season Proposal

Company Name	Proposal	2008 % Support
Expeditors International of Washington, Inc.	Adopt Sexual Orientation Anti-Discrimination Policy	52
ConocoPhillips	Set GHG reduction goals	41.4
The Kroger Co.	Report on Climate Change	39.7
Exxon Mobil Corp.	Adopt Sexual Orientation Anti-Discrimination Policy	39.6
Consol Energy, Inc.	Report on GHG Emissions Reductions	39.6
Dover Corporation	Report on Sustainability	39.5
CVS Caremark Corp	Report on Political Contributions	38.5
The Kroger Co.	Report on Company Product Safety Policies	38.3
The GEO Group, Inc.	Report on Political Contributions	36.6
Becton, Dickinson and Company	Report on Product Safety	36.1
Oneok, Inc.	Set GHG reduction goals	35.8
Dentsply International, Inc.	Prepare Sustainability Report	35.6
Union Pacific Corp.	Report on Political Contributions	35.4
Dover Corporation	Report on Climate Change	34.2
Cornell Companies, Inc.	Report on Political Contributions	33.9
Halliburton Co.	Report on Political Contributions	32.1
AT&T Inc	Report on Political Contributions	31.9
Leggett & Platt, Inc.	Adopt Sexual Orientation Anti-Discrimination Policy	31
Exxon Mobil Corp.	Set GHG reduction goals	30.9
Halliburton Co.	Adopt Human Rights Policy	30.2

A total of 193 social and environmental proposals reached the ballot at domestic companies this year. A majority of shareholder proposals focused on environmental issues, political contribution disclosure and human rights concerns.



The trend of greater responsiveness on the part of companies has led to a steady stream of withdrawn resolutions and successful shareholder dialogue, noted in some of the following sections. Continually, resistance to shareholder proposals and dialogue initiatives exists at some companies, many of which are listed on the subsequent pages of this report; however receiving a proposal is not necessarily an indication of unwillingness on the part of companies to discuss issues with shareholder advocates. Many companies continue to challenge resolutions at the SEC, with some companies undertaking exhaustive efforts to scrutinize and challenge the qualifications of filing shareholders. Other companies engage in dialogue with proponent groups, but cannot come to a consensus on issues of concern with the shareholder proponent groups.

II. Environment

Consistent with previous years, proposals addressing environmental concerns continued to appear most frequently on company ballots, with 40 proposals. Support of environmental proposals continued to be strong, as 8 of the Top 20 vote results focused on environmental issues. In addition, average support held steady at 21 percent this year.

Off-the ballot, shareholder proponents had a number of successes, withdrawing a total of 26 proposals from companies like **UAL Corporation**, **Continental Airlines**, **Allegheny Technologies Incorporated**, **Comcast Corp.**, and **Pentair, Inc.** Shareholder-company dialogue that successfully takes proposals off the ballot generally means a much greater success on the part of the proponent effort than a high vote percentage. It appears given the number of companies that were able to avoid proposals reaching a vote, shareholder advocacy groups had a successful year on the environment front.

Sustainability Reporting and other Environmental Reporting

Each of the 8 proposals addressing environmental reporting in 2008 specifically requested comprehensive sustainability reports. The majority of reporting requests in 2008 referenced the Global Reporting Initiative (GRI) Guidelines as a model for the requested report. The GRI focuses on creating standards for disclosure and reporting on sustainability issues. Created from a group of international stakeholders, the Guidelines include policies related to the operational management and reporting of environmental, social, and economic issues. In addition to traditional sustainability reports, proponent groups also asked for reports about the company's environmental impact in its surrounding communities. Specifically, investors asked the industrial goods company, **Dover Corp.**, to prepare a report on the company's definition of sustainability, a review of the company's policies, practices and metrics related to measuring long-term social and environmental sustainability.

Other reporting proposals included an establishment of a board committee on sustainability. These resolutions appeared on the ballots of **Apple, Inc.**, **Kimberly-Clark Corp.**, and **Intel Corp.** Proponents of such proposals wish to insert several clauses to the company's bylaws that assert the committee's responsibility to enhance shareholder value by responding to changing conditions and knowledge of the natural environment.

Targeted Companies	Proposal	2008 % Support	2007 % Support
Dentsply International, Inc.	Issue sustainability report	35.6	
US Airways Group, Inc.	Issue sustainability report	22	
Southwest Airlines Co.	Issue sustainability report	21	
Dover Corporation	Issue sustainability report	39.5	34.6
Yum Brands, Inc.	Issue sustainability report	24.8	
R. R. Donnelley & Sons Co.	Issue sustainability report	6.7	
International Paper Co.	Issue sustainability report	6	
Apple, Inc.	Establish a Board Committee on Sustainability	7.8	
Kimberly-Clark Corp.	Establish a Board Committee on Sustainability	4.9	
Intel Corp.	Establish a Board Committee on Sustainability	4.8	

Greenhouse Gas Emissions / Climate Change

There were 18 proposals related to climate change addressing environmental reporting and adoption of emission goals. Six of these proposals specifically requested comprehensive reports on greenhouse gas emissions. The proposal for **The Kroger Co.** was supported by 39.7-percent of its shareholders. Other companies had increased pressure from their shareholders as they were requested to adopt quantitative goals to reduce greenhouse gas emissions from products and operations. **ConocoPhillips, Oneok, Inc., Exxon Mobil Corp., Centex Corp., The Ryland Group, Inc., General Motors Corp., Southern Company** and **Chevron Company** received these proposals from their shareholders. Supporters of the proposal requested detailed information on the company's policies on climate change. In addition, several resolutions proposed by climate change skeptics asked companies to justify its proactive environmental policies by supplying the data on which policies to improve energy efficiency are based.

This year, the trend of proponents requesting detailed information on the company's policies on climate change continued to increase. **Exxon Mobil Corp.** also received a proposal to inform its customers at gas stations about the carbon dioxide (CO₂) emissions generated by their fuel. In addition, shareholders asked the company to report on its role in climate change impacts on emerging countries. Shareholders of **Citigroup Inc.** asked the company to amend its greenhouse gas emissions policies to cease all financing, investment and further involvement in activities that support mountain top removal coal mining or the construction of new coal-burning power plants that emit carbon dioxide.

Targeted Companies	Proposal	2008 % Support	2007 % Support
Pulte Homes Inc.	Report on Climate Change	22	
The Kroger Co.	Report on Climate Change	39.7	
Dover Corporation	Report on Climate Change	34	
ConocoPhillips	Set GHG reduction goals	41	
Exxon Mobil Corp.	Set GHG reduction goals	30.9	31.1
The Ryland Group, Inc.	Set GHG reduction goals	25.4	
Centex Corp.	Set GHG reduction goals	26.1	
General Motors Corp.	Set GHG reduction goals	15	29.1
Standard Pacific Corp.	Set GHG reduction goals	28	
Chevron Corporation	Set GHG reduction goals	10.4	8.5
Oneok, Inc.	Set GHG reduction goals	33	
Southern Company	Set GHG reduction goals	12.3	10.9

Recycling

With more focus on company commitments to the environment, shareholders of **PepsiCo., Inc.** requested a review of the efficacy of the company's container recycling program. Proponents asked a report to be generated for shareholders after it was discovered that a majority of its beverage containers are disposed of in landfills, incinerated or littered rather than being recycled. The filers suggest that the company should adopt a publicly stated quantitative goal to increase recovery rates of beverage containers.

Nuclear Energy

This year, **Ameren Corp.** received a proposal requesting the company prepare a report on company efforts to reduce the release of radioactive substances and improve the quality of monitoring these releases from its routine operations at the Callaway nuclear power plant. Supporters of the proposal argued that the persistence of radioactive substances resulting from Callaway's operations expose the company to both a potential financial liability and a moral responsibility. Management responded that such reporting is unnecessary since information concerning effluent releases and treatment system modifications are already publicly available through the Nuclear Regulatory Commission (NRC).

Renewable Energy

This year, **Exxon Mobil Corp.** received a proposal requesting the board to adopt a policy for renewable energy research, development and sourcing. Supporters of the proposal share the view of the World Energy Council and the International Energy Agency (IEA) that carbon-based energy sources must be significantly reduced, while undertaking a new focus on aggressively expanding renewable sources.

Operations in Sensitive Areas

Chevron Corporation and **ConocoPhillips** received requests for reports on the environmental impact of oil sands operations in Canada. The proponents asked the board to prepare a report on the environmental damage that would result from an expansion of the company's oil sands operations and to discuss the implications of a discontinuation policy for the expansion of the companies' operations. Along side this, **ConocoPhillips** also received proposals for a report on community environmental impacts of operations and a report on environmental damage from drilling in the national petroleum reserve.

Timber Sourcing

Two companies received proposals this year related to sourcing of timber. At both **R.R. Donnelley & Sons Co.** and **International Paper Co.**, shareholders asked the company for a report assessing the feasibility of phasing out its use of non-Forest Stewardship Council (FSC) certified fiber and increasing the use of post consumer recycled fiber as a means to reduce the company's impact on greenhouse gas emissions.

Miscellaneous Environmental

In addition to the proposals discussed above, **Exxon Mobil Corp.** and **Chevron Corporation** received unique proposals. Proponents of **Exxon Mobil Corp.** are requesting the board to establish a committee to study steps and report to shareholders on how the company can become the industry leader in developing and making available the technology needed to enable the United States to become energy independent in an environmentally sustainable way. A shareholder of **Chevron Corp.** requested that the company report on its procedures for assessing the adequacy of a host country laws' ability to adequately protect human health, the environment, and the company's reputation. Specifically, the supporter of this proposal questions whether the laws of certain developing markets in Africa, Asia, and Latin America offer appropriate protections for human health and environment. The proponent cites examples of environmental controversy, fines and/or litigation stemming from company operations in developing markets.

III. International Operations & Workplace Codes of Conduct

On the topic of international operations and workplace codes of conduct, 35 proposals appeared on company ballots this year, compared with 25 proposals in 2007. The most common proposal continues to be a request for companies to adopt a code of conduct; generally a code aligned with core International Labor Organization (ILO) standards. Such proposals typically ask that companies adopt some form of independent monitoring to ensure compliance with the code, as well as some method of reporting results to shareholders.

Implement and Monitor Code of Corporate Conduct/Human Rights Policy

These types of proposals have been filed at a broad range of companies over the last few years, but have traditionally focused on companies in the extractive and consumer product industries. In some cases, proponents have asked companies to adopt a set of corporate standards or prepare a report that is specific to a particular country. In addition, a growing number of the ILO-based codes of conduct proposals have expanded their criteria to include the United Nations' Norms on the Responsibilities of Transnational Corporations with Regard to Human Rights. Companies are asked to provide codes and in some cases, independent monitoring for international suppliers and for company-owned international production facilities.

The seven conventions of the ILO fall under five broad categories: freedom of association; the right to organize; collective bargaining; abolition of slave, prison, and child labor; and equality of opportunity and treatment on the basis of race, color, sex, religion, political opinion, age, nationality, or social origin. The UN Norms outline various social, environmental and economic obligations of transnational companies, and are derived mostly from existing international human rights, environmental and labor standards. They were adopted in August 2003 by the UN Sub-Commission on the Promotion and Protection of Human Rights.

In the 2008 proxy season, socially responsible investors asked 27 multinational U.S. companies to adopt or report on human rights policies. Nineteen of the 27 proposals requested that companies base the policies on international standards, while eight proposals called for companies to also implement an independent monitoring system that will ensure adherence to these standards. In addition to these 27 companies, proponents withdrew similar proposals at two companies namely, **Weyerhaeuser Co.** and **Tellabs, Inc.**

Targeted Companies	Proposal	2008 % Support	2007 % Support
Google Inc	Establish Board Committee on Human Rights	1.4	
Yahoo!, Inc.	Establish Board Committee on Human Rights	n/a	4.1
Halliburton Co.	Establish Board Committee on Human Rights	6.5	
Bank of America Corp.	Establish Board Committee on Human Rights	6.1	
IBM Corp.	Establish Board Committee on Human Rights	5.9	
The Coca-Cola Company	Establish Board Committee on Human Rights	3.7	
Wal-Mart Stores, Inc.	Establish Board Committee on Human Rights	2	
The Hershey Co	Establish Board Committee on Human Rights	0.8	
BE Aerospace, Inc.	Adopt MacBride Principles	13.4	
Dominos Pizza Inc.	Adopt MacBride Principles	2.5	
Manpower Inc.	Adopt MacBride Principles	13.2	13.8
Crane Co.	Adopt MacBride Principles	11.3	12.1
The TJX Companies, Inc.	Adopt MacBride Principles	10.8	

Yum Brands, Inc.	Adopt MacBride Principles	9.2	10.1
Citigroup Inc.	Report on Human Rights Investment Policies	9.6	
JPMorgan Chase & Co.	Report on Human Rights Investment Policies	9.5	
Wells Fargo and Company	Report on Human Rights Investment Policies	7.7	
Morgan Stanley	Report on Human Rights Investment Policies	7	
Urban Outfitters, Inc.	Adopt ILO standards	29.4	
Kimberly-Clark Corp.	Adopt ILO standards	9.6	
Cummins , Inc.	Adopt ILO standards	16.4	
American International Group, Inc.	Report on Water Use	18.7	
PepsiCo, Inc.	Report on Water Use	7.2	

Adopt MacBride Principles

In 2008, **BE Aerospace, Inc., Dominos Pizza Inc., Manpower Inc., Crane Co., The TJX Companies, Inc.** and **Yum! Brands Inc.** received shareholder proposals requesting that the companies commit themselves to “make all possible lawful efforts to implement and/or increase activity on each of the nine MacBride Principles,” a set of affirmative action guidelines for companies doing business in Northern Ireland. Proponents of the MacBride Principles contend that workplace discrimination has played a significant role in fueling the religious strife embroiling Northern Ireland. They also cite that leaders of the Fair Employment Commission have been accused of having a personal bias against equal opportunity for religious minorities, as demonstrated by their anti-MacBride campaigns.

Miscellaneous Human Rights

Shareholders requested **Chevron Corporation** to review and develop guidelines for its process of country selection. Proponents suggest that the review include guidelines for investing in or withdrawing company operations where the country has engaged in ongoing and systematic violations of human rights, has an illegitimate government, has a call for economic sanctions against a country for human rights and democracy abuse, and where the company has exposure to risk of government sanctions, negative brand publicity and consumer boycotts. The proponents cite that Chevron has operations in Burma, including a partnership with Total France, Petroleum Authority of Thailand, Myanmar Oil and Gas Enterprise, and holds Unocal’s investments, which incurred an undisclosed legal settlement in 2005 before its acquisition by Chevron. The proponents contend that human rights groups have cited egregious human rights abuses by Burmese troops along the company’s pipeline operations and further that the company has operations in other countries with human rights concerns including Angola, China, Kazakhstan, and Nigeria.

IV. Consumer, Health & Safety

Twenty-nine proposals related to consumer, health and safety issues were voted on during the past proxy season. This year, health care reform comprised the largest grouping of proposals and followed by animal testing and welfare.

Health Care Reform

Shareholder proposals on the adoption of principles for health care reform were prevalent this year with 11 proposals. **Alliant Techsystems, Inc., Comcast Corp., The Boeing Co, Altria**

Group Inc. Ford Motor Company, Xcel Energy Inc., United Technologies Corp., General Motors Corp., Loews Corp., UST Inc. and Reynolds American Inc. were targeted this year to adopt principles for comprehensive health care reform such as those based on the guiding principles drafted by the Institute of Medicine (IOM). The IOM has five principles that: a. health care coverage should be universal; b. health care coverage should be continuous; c. health care coverage should be affordable to individuals and families; d. health insurance strategy should be affordable and sustainable for society and; e. health insurance should enhance health and well-being by promoting access to high quality care that is effective, efficient, safe, timely, patient-centered and equitable.

Animal Welfare and Testing

People for the Ethical Treatment of Animals (PETA) and similarly minded shareholders once again stormed onto the scene in 2008 with proposals at ten companies. Proposals addressed a variety of concerns from animal testing, to humane slaughter methods, to animal welfare in general.

Several restaurant and grocery companies like **Cagles, Inc., Dominos Pizza Inc, Supervalu Inc. and The Kroger Co.** faced a proposal calling for feasibility studies or progress reports of implementing controlled atmosphere killing to replace traditional slaughter methods. Controlled atmosphere killing or stunning is a method of rendering chickens and turkeys insensible prior to slaughter and processing. The current prevalent method for slaughter involves a water bath that shocks birds insensible with electricity prior to slaughter. Advocates for atmosphere stunning methods suggest that electric-stunning is not effective all the time, resulting sometimes in added stress and pain, as well as drowning and scalding of birds to death from feather removal baths rather than actual slaughter. Atmosphere stunning involves a process of gassing the birds insensible. Proponents of this procedure suggest that it is a more humane method, that meat quality may be improved through less bone breakages from shackling, and fewer blood spots. Critics of the new procedure point out that potential overloading of systems may change exposure times required to stun birds, making the process more discomforting and possibly less effective if not administered properly.

This year, **Eli Lilly and Co.** received an animal testing proposal requesting that the company prepare a report stating the rationale for increasing the exportation of animal experiments to countries which have either non-existent or substandard animal welfare regulations with little to no enforcement. This proposal requested that the information include the extent to which management requires adherence to U.S. animal welfare standards at its facilities in foreign countries. The supporters noted that Eli Lilly has relocated some of their animal research to places such as China where scientists are cheap, and where animal welfare standards are in direct conflict with their own stated commitments. The proponents noted that the company is expanding the scope of its operations in China, and believe shareholders deserve to know if it is doing so to reduce animal welfare laws, and if these foreign facilities are being held to the same standards as their current U.S. facilities. In addition, **Allergan, Inc.** received a proposal from shareholders requesting the company to issue a report disclosing the company's recent activities and future plans to eliminate the animal-based LD50 (Lethal Dose 50 percent) test from the manufacturing process of Botox and Botox Cosmetics. The supporters explain that LD50 is the amount of a substance that will kill 50 percent of a test group of animals and, in this test, the active ingredient of Botox products (botulinum toxin) causes prolonged suffering and death from suffocation after

three to four days. The proponents believe that by utilizing non-animal alternative tests the company would have a strong marketing advantage in the U.S.

Cal-Maine Foods, Inc. and **The Kroger Co.** each received requests that the company to move away from egg production practices in which hens are confined in battery cages. The filer also asserts that there is a growing opposition to the use of battery cages, noting that a 2007 poll funded by the American Farm Bureau found that a majority of Americans consider the use of battery cages to be inhumane and that the European Union is phasing out the use of battery cages by 2012.

In addition, several companies received proposals seeking the adoption or review of animal welfare policies. Generally, the proposals requested that companies use superior standards of care when treating animals.

Targeted Companies	Proposal	2008 % Support	2007 % Support
Yum Brands, Inc.	Report on animal welfare	4.5	8.1
Amgen, Inc.	Report on animal welfare	5.9	
Allergan, Inc.	Report on animal testing	5.7	
Eli Lilly and Co.	Report on animal testing	3.7	4.2
Supervalu Inc.	Review animal slaughter methods	5.3	5.9
Dominos Pizza Inc.	Report on progress toward humane slaughter method	1.3	
Cagles, Inc.	Report on progress toward humane slaughter method	0.7	

Genetically Engineered (GE) Related Proposals

Over recent years, there has been a shift in the format of GE-related resolutions from calling for outright bans on GE products, to labeling and detailed feasibility studies. Current proposals request that the company adopt a policy to identify and label all food products manufactured or sold by the company under the company's brand names or private labels that may contain genetically engineered (GE) ingredients. This year, **PepsiCo, Inc.** and **The Dow Chemical Company** both received proposals on reporting the adequacy of post-marketing monitoring systems and the adequacy of plans for removing genetically engineered seeds and products.

Proponents of the shareholder proposals suggest that GE ingredients may be harmful to humans, animals, or the environment and that the U.S. Food and Drug Administration (FDA) does not assure the safety of GE products. The proponents further argue that many international markets already require the labeling of products containing GE ingredients. Companies generally respond that the report would be costly, time consuming, and difficult given the commingling of GE and non-GE ingredients. They further point out that government agencies responsible for regulating food in the U.S. have not found meaningful safety, health, or environmental risks posed by GE ingredients.

Targeted Companies	Proposal	2008 % Support	2007 % Support
PepsiCo, Inc.	Report on Genetically Engineered Products	8.4	
The Dow Chemical Company	Report on Genetically Engineered Products	7.8	7

Tobacco-Related Proposals

As with past years, a wide variety of shareholder proposals were filed with tobacco companies. Several of the proposals filed this year are similar to last year's proposals, while others made their first appearance in 2008.

Targeted Companies	Proposal	2008 % Support	2007 % Support
Reynolds American Inc	Develop non-addictive cigarette for youth	0.3	
Altria Group, Inc.	Develop non-addictive cigarette for youth	3.7	
Altria Group, Inc.	Fund better youth anti-smoking programs	35.1	3.3
Loews Corp.	Amend Tobacco Marketing Strategies	2.4	

Cease Ad Campaigns Oriented to Prevent Youth Smoking

This year **Altria Group Inc.** once again received a proposal asking that the Board stop within one week of the 2008 annual meeting all company sponsored promotional, marketing and/or advertising campaigns oriented to prevent youth smoking, unless the company can demonstrate that such campaigns have been effective in reducing teen smoking; and that the Board grant annually monies spent on ineffective campaigns to those campaigns that have been demonstrated to be effective. The proponent claimed that it has repeatedly requested that the company submit its ads to independent testing to evaluate their effectiveness and that the company refuses on the grounds that its ads are indeed effective. Further, the supporter contended that the company has not released any data to support its claim. The proponent cited a recently published study in the American Journal of Public Health showing that management's youth anti-smoking advertisements may have done more harm than good. The filer noted that the company has not challenged these findings. A similar proposal was submitted for **Loews Corp.** wherein shareholders requested that the company's board establish a Review Committee to create and enforce a policy requiring Lorillard Tobacco Co. to not have any greater expenditure of advertising funds in below-poverty and predominantly African American areas than the company makes in other demographically targeted areas.

Implement the "Two-Cigarette" Marketing Approach

Both **Altria Group, Inc.** and **Reynolds American Inc.** received proposals requesting that the company immediately begin to find ways to implement a global 'two cigarette' approach with all its various cigarette brands and to report on its efforts to the shareholders and the public. The supporters are against smoking itself because of its health hazards, yet they also believe a lesser evil is better than a greater evil. The filers agree with the 'two cigarette' strategy proposed in an Oct. 22, 2007, New York Times op-ed article by a former Food and Drug Administration policy director. The op-ed piece, cited in its entirety by the filers, argues that if cigarette manufacturers employed a two-cigarette strategy it would prohibit young smokers from buying addictive cigarettes. The op-ed piece contends that the tobacco industry is capable of producing cigarettes that are virtually nicotine free, and regulators could develop clear standards for non-addictive cigarettes. The op-ed author also contends that the Institute of Medicine has called on the gradual reduction of nicotine content in all cigarettes; however, such an approach would still permit addiction of the next generation of smokers. The op-ed ultimately claims that taking such a two-cigarette approach can prevent addiction from the outset.

Product Safety

Due to the increased awareness of issues on product safety, **Mattel, Inc., The Kroger Co., Becton, Dickinson and Company** and **Avon Products, Inc.** had proposals regarding shareholders' requests for reports on company policies on its product safety and quality. Some proposals even asked companies to identify if any of its product categories are potentially affected by toxicity concerns such as any products containing bisphenol-A (BPA); perfluorooctanoic acid (PFOA); polyvinyl chloride (PVC); exposure to cosmetic and personal care product safety issues such as phthalates and lead, and options on how management could address these concerns beyond what is required by legal or regulatory requirements.

Miscellaneous Health & Safety

Once again **Dow Chemical Co.** received a proposal requesting that the company issue a report "analyzing the extent to which Dow products may cause or exacerbate asthma, and describing public policy initiatives, and Dow policies and activities, to phase out or restrict materials linked with such effects." The supporters of the proposal targeted Dow's pesticide products. Pesticides, broadly defined to include insecticides, herbicides, and fungicides, are recognized for their contributions to improvements in public health; however, they are also known to accumulate in ecosystems in levels that may be potentially harmful to humans, animals, and the environment. Depending on dosage, certain pesticides can cause wide range of undesirable effects on humans, including lung damage.

V. Diversity & Equality

Seventeen of the twenty-three proposals on diversity issues reached the ballot this year, a decrease from 2007. Holding steady from the past two years, the vast majority of resolutions filed in 2008 focused on sexual orientation.

Equal Employment Opportunity (EEO) Disclosure

One proposal regarding equal employment opportunity appeared on company ballots during the 2008 proxy season. The repeat proposal at **Home Depot Inc.** asked for disclosure of equal opportunity policies, as well as charts identifying employees according to their gender and race in each of the nine major EEOC-defined job categories, descriptions of affirmative action policies, and programs at the companies, and descriptions of any policies and programs oriented specifically toward increasing the number of managers who are qualified females or minorities. The proposal garnered 25.3-percent support.

Board Diversity

On this issue, proposals were withdrawn at **L-3 Communications Holdings, Inc.** and **Zimmer Holdings Inc.** Proposals that did make it to the ballot asked companies to make greater efforts to increase diversity on its board of directors by including women and minorities in director searches, in addition to publicly committing to a policy of board inclusiveness.

Sexual Orientation

A proposal at **Expeditors International of Washington, Inc.** to amend its formal Equal Employment Opportunity (EEO) statement to prohibit discrimination based on sexual orientation earned a majority approval with 52-percent support this year.

Proposals Seeking the Adoption of Sexual Orientation Anti-Discrimination Policy

Targeted Companies	2008 % Support	2007 % Support
Expeditors International of Washington, Inc.	52	45.2
Exxon Mobil Corp.	39.6	37.7
Leggett & Platt, Inc.	31	26.5
HCC Insurance Holdings, Inc.	20.8	
Verizon Communications	17	
Eastman Chemical Co.	10.1	
Murphy Oil Corp.	8.9	
Wal-Mart Stores, Inc.	6	
DISH Network Corp.	2.3	
Timken Co. (The)	30.4	35.1

VI. Weapons & Military

Similar to previous years, investors targeted defense companies with proposals requesting additional reporting and stressed the necessity of ethical corporate behavior related to defense contracting. For the third year, proponents also filed resolutions requesting reports on the company's production of depleted uranium (DU) weapons components.

Adopt Ethical Criteria for Weapons Contracts

This season, **General Dynamics Corp.** received a proposal requesting that the company review and amend existing codes of conduct and other statements of ethics regarding the contract award process and report to shareholders on their findings. As in previous years, the requested reports were asked to include consideration of a variety of issues including human rights and fair labor standards, the environment, respect for communities, political stability of countries prior to business transactions, impact of military production on local economies, and a company's integrity in the contract-bidding process.

Report on Foreign Sales

This year, **Caterpillar Inc., ITT Corp., The Boeing Co., Textron Inc., Northrop Grumman Corp.** and **United Technologies Corp.** each received proposals seeking disclosure on foreign military sales. The proponents suggest that the increased availability of weapons leads to greater violations of human rights and international humanitarian laws, as well as threatens the United States' security. Additional concerns over national security linked to the ongoing war on terrorism and global political instability have also heightened awareness on issues of weapons and technology transfer. These proposals received an average of 6.72-percent support.

Targeted Companies	2008 % Support	2007 % Support
Caterpillar Inc.	5	
ITT Corp.	7.5	
The Boeing Co.	9	
Textron Inc.	7.3	7.8
Northrop Grumman Corp.	6.6	6.2
United Technologies Corp.	4.9	5.6

Report on Depleted Uranium Weapons Components

For the third year, **Lockheed Martin Corp.** received a proposal requesting a report on their involvement in the production of depleted uranium weapons components. In addition to basic disclosure about the company's level of involvement, the proponents also asked that the report include information on human workplace and environmental safety precautions, financial arrangements regarding storage, and policies and procedures for cooperating with entities carrying out health and safety assessment studies. The proponents argued that, due to the potential health hazards associated with depleted uranium, the company has an ethical responsibility to provide shareholders with transparency on the issue.

Targeted Companies	2008 % Support	2007 % Support
Lockheed Martin Corp.	9.7	10

VII. Compensation & Corporate Governance

In addition to proposals on social and environmental issues, socially responsible investors continued this year to submit proposals in the areas of executive compensation and governance with the objective of improving the transparency and accountability of the board and management. This year, socially responsible investors submitted proposals asking that companies compare CEO compensation to the company's lowest paid U.S. workers and report on executive compensation packages with reference to pay disparity.

Prepare Report on Pay Disparity

Three companies received proposals this season asking them to prepare reports comparing the total compensation of the company's top executives to that of its lowest paid workers, or reports on whether executive compensation is excessive and considers factors such as environmental performance. Proponents also want the report to include an analysis of changes in the relative size of the gap between the two groups and the rationale justifying this trend. In addition to these reports, there were other proposals throughout the year requesting specific pay caps on executive compensation from a variety of shareholder groups.

Targeted Companies	2008 % Support	2007 % Support
Comcast Corp.	3.4	
Exxon Mobil Corp.	10.9	
Bemis Company, Inc.	8.8	

VIII. Political Contributions and Miscellaneous Corporate Social Responsibility Proposals

Political Contributions

Corporate political contributions continued to be a hot issue in 2008, with 30 proposals reaching the ballot. As in 2007, allegations that certain companies have had excessive influence on guiding U.S. government policies have led to various shareholder groups submitting proposals at companies from various industries with requests for disclosure of company resources devoted to supporting political entities and candidates, and in many cases, the business rationale behind those decisions. Political donations proposals at **ConocoPhillips** and **Valero Energy Corp.** received 28.2 and 38.7-percent support respectively.

Shareholder activist Evelyn Davis also filed a resolution at several companies asking for a newspaper-based declaration of each contribution made by the company directly or indirectly within the last fiscal year to a political campaign, political party, referendum, or citizens' initiative, or in an attempt to influence legislation.

Targeted Companies	2008 % Support	2007 % Support
American International Group, Inc.	20.4	
DTE Energy Co.	29.7	
Lehman Brothers Holdings Inc.	4.2	
Marsh & McLennan Companies, Inc.	19.5	25.7
Massey Energy Company	33.6	
US Airways Group, Inc.	3.1	
Valero Energy Corp.	38.7	
Waste Management, Inc.	29.4	
Wyeth	27.4	32.3
ConocoPhillips	28.2	11.9
CVS Caremark Corp	38.5	
The GEO Group, Inc.	36.6	37.1
Union Pacific Corp.	35.4	
Cornell Companies, Inc.	33.9	
Halliburton Co.	32.1	23.9
AT&T Inc	31.9	13.3
JPMorgan Chase & Co.	28.5	12
Entergy Corp.	28.2	34.2
The Charles Schwab Corp.	28	25
Exxon Mobil Corp.	27.6	25.5
Corrections Corporation of America	26.7	
Wachovia Corp.	24.2	12.5
General Motors Corp.	16	
Wal-Mart Stores, Inc.	11	11
Ford Motor Company	10.1	
Plum Creek Timber Company, Inc.	9.2	25.6
Eli Lilly and Co.	7.1	
Continental Airlines, Inc.	6.3	
General Motors Corp.	6.1	

Other Proposals

In addition to proposals on social, environmental, compensation, and governance factors, every year proponents submit proposals that cover a variety of issues that otherwise do not fall into one specific category. The following are the miscellaneous proposals that were presented during the 2008 season.

Wells Fargo & Co. received a proposal requesting the company produce a report explaining any racial and ethnic disparities in the cost of loans provided by the company. The proposal received 6.4-percent support. A shareholder submitted a proposal to **Cash America International, Inc.** requesting that the company amend and report on predatory lending policies. The proposal received 7.8-percent support. Finally, **Monsanto Co.** received a proposal requesting the company to amend its bylaws to not indemnify any director for any liability resulting from alleged harm to

the natural environment, public health or human rights. The proposal received a 2.0-percent support.

IX. International Shareholder Proposals

Shareholder proposals typically do not appear on the ballots of most annual meetings outside of the United States. In 2008 however, 81 social shareholder resolutions appeared on company proxies. The majority of these resolutions were concentrated within Canadian banks and Japanese energy companies.

Canada

Nearly all of the largest Canadian banks received shareholder proposals seeking an increase in the representation of women on the board of directors. Proponents claim that Canadian companies lag behind their peers in the United States when it comes to the overall number of female directors serving on the board. Additionally, Canadian banks received resolutions seeking the ratio between the compensation levels of senior executives and the average worker.

EnCana Corporation and **Ultra Petroleum Corp** each received resolutions addressing factoring carbon into long-term company costs, and climate change, respectively.

Denmark

Dalhoff Larsen & Horneman A/S received shareholder resolutions asking the company to terminate trading relationships with suppliers that have preformed acts that violate rights of indigenous peoples as defined in the UN Declaration on the Rights of Indigenous Peoples. The company also received a resolution seeking to require the company to announce a date by which the company will no longer purchase or sell illegal timber.

Japan

As is the case every year, a number of shareholder proposals have been placed on the agenda by two different groups of activists, seeking to restrict or put an end to the company's use of nuclear power and occasionally picking up other environmental or labor rights issues. These activists are not primarily concerned with corporate governance or increasing shareholder value, although from time to time they do propose resolutions which could benefit ordinary investors in the company. The majority of the shareholder proposals, however, seek to put an end to activities in which the company has invested substantial sums of money, and the abandonment of which would likely cause a decrease in shareholder value.

Sweden

Several companies were targeted in 2008 with resolutions addressing crime prevention and reconstruction of Landskrona.

IX. 2008 Social and Environmental Proposal List

Company Name	Proposal Description	2008 %	2007 %
Abbott Laboratories	Amend Human Rights Policy	4.3	
Activision Blizzard	Adopt Policy and Report on Board Diversity	N/A	
Allergan, Inc.	Report on Animal Testing	5.7	
Alliant Techsystems Inc.	Adopt Principles for Health Care Reform	N/A	
Altria Group, Inc.	Fund better youth anti-smoking programs	5.1	3.3
Altria Group, Inc.	Adopt Principles for Health Care Reform	4.9	
Altria Group, Inc.	Follow MSA terms globally	3.9	
Altria Group, Inc.	Develop non-addictive cigarette for youth	3.7	
Ameren Corporation	Report on nuclear power plant	9.9	8.9
American Financial Group, Inc.	Implement Equality principles	36.6	
American International Group, Inc.	Report on Political Contributions	20.4	
American International Group, Inc.	Report on Water Use	18.7	
Amgen, Inc.	Report on Animal Welfare Act Violations	5.9	
Anadarko Petroleum Corp.	Implement Equality principles	9.7	
Anheuser-Busch Companies, Inc.	Report on Charitable Contributions	7.1	
Apple, Inc.	Establish a Board Committee on Sustainability	7.8	
AT&T Inc	Report on Political Contributions	31.9	
Avon Products, Inc.	Report on Nanomaterial Product Safety	25.4	
Bank of America Corp.	Establish a Board Committee on Human Rights	6.1	
BE Aerospace, Inc.	Adopt MacBride Principles	13.4	12.6
Becton, Dickinson and Company	Report on Product Safety	36.1	
Bemis Company, Inc.	Report on Pay Disparity	8.8	
Cagles, Inc.	Phase in Controlled-Atmosphere Killing	0.7	
Cash America International, Inc.	Take steps to prevent predatory lending	7.8	
Caterpillar Inc.	Report on Foreign Military Sales	5	
Centex Corp.	Set GHG reduction goals	26.1	
Chevron Corporation	Review impact of oil sands operations	28.6	8.6
Chevron Corporation	Adopt Human Rights Policy	27.9	26.9
Chevron Corporation	Set GHG reduction goals	10.4	8.5
Chevron Corporation	Adopt Guidelines for Country Selection	8.9	
Chevron Corporation	Report on Market Specific Environmental Laws	8.3	
Citigroup Inc.	Report on Human Rights Investment Policies	9.6	
Citigroup Inc.	Disclose Prior Government Service	7.6	5.7
Citigroup Inc.	Report on the Equator Principles	4.9	
Citigroup Inc.	Amend GHG Emissions	3.9	
Comcast Corp.	Report on Pay Disparity	3.4	
Comcast Corp.	Adopt Principles for Health Care Reform	2.7	
ConocoPhillips	Set GHG reduction goals	41.4	
ConocoPhillips	Review impact of oil sands operations	27.5	
ConocoPhillips	Report on Political Contributions	28.2	30.4
ConocoPhillips	Review Natl. Petroleum Reserve-Alaska	26.6	16.7
ConocoPhillips	Report on Indigenous Peoples Rights Policies	9	10
ConocoPhillips	Report on Community Environmental Impacts	8.6	10
ConocoPhillips	Report on Global Warming	3.7	

Consol Energy, Inc.	Report on GHG Emissions Reductions	39.6	6.8
Continental Airlines, Inc.	Affirm Political Nonpartisanship	6.3	6.6
Cornell Companies, Inc.	Report on Political Contributions	33.9	
Corrections Corporation of America	Report on Political Contributions	26.7	35
Crane Co.	Adopt MacBride Principles	11.3	12.1
Cummins , Inc.	Adopt ILO Based Policies	16.4	
CVS Caremark Corp	Report on Political Contributions	38.5	
Dentsply International, Inc.	Prepare Sustainability Report	35.6	
DISH Network Corp.	Adopt Sexual Orientation Anti-Discrimination Policy	2.3	
Dominos Pizza Inc.	Adopt MacBride Principles	2.5	8.4
Dominos Pizza Inc.	Report on Progress Towards Implementing CAK	1.3	
Dover Corporation	Report on Sustainability	39.5	34.6
Dover Corporation	Report on Climate Change	34	
DTE Energy Co.	Report on Political Contributions	29.7	
E.I. Du Pont De Nemours & Co.	Report on Plant Closures	3.9	
E.I. Du Pont De Nemours & Co.	Amend Human Rights Policies	3.5	
E.I. Du Pont De Nemours & Co.	Report on Global Warming	3.3	
Eastman Chemical Co.	Adopt Sexual Orientation Anti-Discrimination Policy	10.1	
Eli Lilly and Co.	Political Contributions	7.1	
Eli Lilly and Co.	Report on Animal Testing Policies	3.7	4.2
Entergy Corp.	Report on Political Contributions	28.2	34.2
Expeditors International of Washington, Inc.	Adopt Sexual Orientation Anti-Discrimination Policy	52	42.5
Exxon Mobil Corp.	Adopt Sexual Orientation Anti-Discrimination Policy	39.6	37.7
Exxon Mobil Corp.	Set GHG reduction goals	30.9	31.1
Exxon Mobil Corp.	Report on Political Contributions	27.6	25.5
Exxon Mobil Corp.	Adopt Policy to Increase Renewable Energy	27.5	7.3
Exxon Mobil Corp.	Link executive pay to social criteria	10.9	
Exxon Mobil Corp.	Report on Community Environmental Impacts	10.8	
Exxon Mobil Corp.	Report on Climate Change	10.4	
Exxon Mobil Corp.	Review Anti-discrimination	9.4	
Exxon Mobil Corp.	Report on Energy Technologies Development	9.4	
Exxon Mobil Corp.	Report on plans to drill in Arctic Natl. Refuge	8.4	
Exxon Mobil Corp.	Report on Carbon Dioxide Emissions	7	7.1
Ford Motor Company	Report on Political Contributions	10.1	
Ford Motor Company	Adopt Principles for Health Care Reform	4.6	
Ford Motor Company	Report on Global Warming	3.1	3.6
Foundation Coal Hldgs Inc	Report on Plans to Reduce Greenhouse Gas	22.4	
General Dynamics Corp.	Adopt Ethical Criteria for Military Contracts	4.2	
General Electric Co.	Report on Charitable Contributions	7.2	8.2
General Electric Co.	Report on Global Warming	3.6	6.4
General Motors Corp.	Report on Political Contributions	16	
General Motors Corp.	Set GHG reduction goals	15	29.1
General Motors Corp.	Publish Political Contributions	6.1	4.9
General Motors Corp.	Adopt Principles for Health Care Reform	4	3.8
Google Inc	Adopt Internet Censorship Policies	8	
Google Inc	Establish a Board Committee on Human Rights	1.4	
Halliburton Co.	Report on Political Contributions	32.1	23.9
Halliburton Co.	Adopt Human Rights Policy	30.2	24.4
Halliburton Co.	Establish a Board Committee on Human Rights	6.5	
HCC Insurance Holdings, Inc.	Adopt Sexual Orientation Anti-Discrimination Policy	20.8	52.2

Home Depot, Inc.	Report on Employment Diversity	25.3	25.6
Home Depot, Inc.	Affirm Political Nonpartisanship	5.7	10.5
Intel Corp.	Establish a Board Committee on Sustainability	4.8	
IBM Corp.	Establish a Board Committee on Human Rights	5.9	
International Paper Co.	Report on Sustainable Forestry	6	
ITT Corp.	Report Foreign Military Sales	7.5	
JPMorgan Chase & Co.	Report on Political Contributions	28.5	12
JPMorgan Chase & Co.	Report on Human Rights Investment Policies	9.5	
JPMorgan Chase & Co.	Report on Government Service of Employees	4.6	
JPMorgan Chase & Co.	Report on Lobbying Activities	3.1	
Kimberly-Clark Corp.	Adopt ILO Based Code of Conduct	9.6	10.7
Kimberly-Clark Corp.	Establish a Board Committee on Sustainability	4.9	
Leggett & Platt, Inc.	Adopt Sexual Orientation Anti-Discrimination Policy	31	26.5
Lehman Brothers Holdings Inc.	Publish Political Contributions	4.2	4.8
Lockheed Martin Corp.	Report on Nuclear Weapons	9.7	10
Loews Corp.	Adopt Principles for Health Care Reform	3	
Loews Corp.	Amend Tobacco Marketing Strategies	2.4	
Manpower Inc.	Adopt MacBride Principles	13.2	13.8
Marsh & McLennan Companies, Inc.	Report on Political Contributions	19.5	25.7
Massey Energy Company	Report on Political Contributions	33.6	
Massey Energy Company	Report on/reduce greenhouse gas emissions	30.8	19
Mattel, Inc.	Report on Product Safety and Working Conditions	N/A	
Monsanto Co.	Amend Bylaws to Not Indemnify Directors	2	
Morgan Stanley	Report on Human Rights Investment Policies	7	
Motorola, Inc.	Amend Human Rights Policies	12.9	
Mueller Industries, Inc.	Adopt Policy and Report on Board Diversity	47.5	
Murphy Oil Corp.	Adopt Sexual Orientation Anti-Discrimination Policy	8.9	
Northrop Grumman Corp.	Report on Foreign Military Sales	6.6	6.2
Occidental Petroleum Corp.	Publish a Scientific Global Warming Report	4.3	
Oneok, Inc.	Adopt Quantitative GHG Goals From Operations	33	
PepsiCo, Inc.	Report on Genetically Engineered Products	8.4	
PepsiCo, Inc.	Report on Water Use	7.2	
PepsiCo, Inc.	Report on Recycling	6.9	
PepsiCo, Inc.	Report on Global Warming	2.7	
Plum Creek Timber Company, Inc.	Report on Political Contributions	9.2	25.6
Pulte Homes Inc.	Report on Climate Change Policies	22	
R. R. Donnelley & Sons Co.	Report on Sustainable Forestry	6.7	
Reynolds American Inc	Adopt Human Rights Protocol	11.9	
Reynolds American Inc	Adopt Principles for Health Care Reform	0.8	
Reynolds American Inc	Develop non-addictive cigarette for youth	0.3	
Southern Company	Set GHG reduction goals	12.3	
Southwest Airlines Co.	Prepare Sustainability Report	21	
Standard Pacific Corp.	Set GHG reduction goals	28	
Supervalu Inc.	Report on progress toward humane slaughter method	5.3	5.9
Textron Inc.	Report on Foreign Military Sales	7.3	7.8
The Boeing Co.	Report on Foreign Arms Sales	9	8.8
The Boeing Co.	Adopt Principles for Health Care Reform	7.8	
The Charles Schwab Corp.	Report on Political Contributions	28	25
The Coca-Cola Company	Establish a Board Committee on Human Rights	3.7	
The Dow Chemical Company	Report on toxics phaseout plan	22.8	

The Dow Chemical Company	Review/reduce asthma triggers in pesticides	9.1	6.8
The Dow Chemical Company	Report on Genetically Engineered Seed	7.8	7
The GEO Group, Inc.	Report on Political Contributions	36.6	
The Goldman Sachs Group, Inc.	Prepare Sustainability Report	4	
The Hershey Co	Report on steps against child labor	1.2	
The Hershey Co	Establish a Board Committee on Human Rights	0.8	
The Kroger Co.	Report on progress toward humane slaughter method	3.9	
The Kroger Co.	Phase out Sales of Eggs from Battery Cage Hens	4.1	
The Kroger Co.	Report on Climate Change	39.7	
The Kroger Co.	Report on Company Product Safety Policies	38.3	
The Ryland Group, Inc.	Set GHG reduction goals	25.4	
The TJX Companies, Inc.	Adopt MacBride Principles	10.8	
Timken Co. (The)	Adopt Sexual Orientation Anti-Discrimination Policy	30.4	35.1
Union Pacific Corp.	Report on Political Contributions	35.4	37.1
United Technologies Corp.	Improve Human Rights Standards or Policies	28.2	
United Technologies Corp.	Report on Foreign Military Sales	4.9	5.6
United Technologies Corp.	Adopt Principles for Health Care Reform	4.5	
Urban Outfitters, Inc.	Adopt ILO Based Code of Conduct	29.4	
US Airways Group, Inc.	Prepare Sustainability Report	22	
US Airways Group, Inc.	Publish Political Contributions	3.1	5.2
UST Inc.	Adopt Principles for Health Care Reform	2.9	
Valero Energy Corp.	Report on Political Contributions	38.7	
Verizon Communications	Adopt sexual orientation anti-bias policy	17	
Wachovia Corp.	Report on Political Contributions	24.2	12.5
Walgreen Co.	Report on Charitable Contributions	8.2	
Wal-Mart Stores, Inc.	Report on Political Contributions	11	11
Wal-Mart Stores, Inc.	Adopt Sexual Orientation Anti-Discrimination Policy	6	
Wal-Mart Stores, Inc.	Establish a Board Committee on Human Rights	2	
Waste Management, Inc.	Report on Political Contributions	29.4	
Wells Fargo and Company	Report on Human Rights Investment Policies	7.7	
Wells Fargo and Company	Review fair lending policy	6.4	8.3
Wells Fargo and Company	Drop sexual orientation from EEO policy	6.1	
Worthington Industries	Implement Equality principles	N/A	
Wyeth	Report on Political Contributions	27.4	32.3
Xcel Energy Inc.	Adopt Principles for Health Care Reform	9.5	
Xerox Corp.	Report on Vendor Human Rights Standards	7.1	
Yahoo!, Inc.	Establish a Board Committee on Human Rights	N/A	4.6
Yahoo!, Inc.	Take steps against abetting repression/censorship	N/A	16.6
Yum Brands, Inc.	Report on Sustainability	24.8	
Yum Brands, Inc.	Adopt MacBride Principles	9.2	10.1
Yum Brands, Inc.	Report on Animal Welfare Policies	4.5	8.1