

Vote Summary Report
Jan 01, 2008 - Jun 30, 2008

Credential EnRich US Equity Pool

Mtg Date/Type	Company/ Ballot Issues	Security	Mgmt Rec	Vote Cast	Record Date	Prpnt	Shares Voted
05/13/08 - A	3M CO *MMM*	88579Y101			03/14/08		2,400
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director Linda G. Alvarado --- Withhold						
	<i>Director sits on more than four boards of publicly traded companies.</i>						
	1.2 Elect Director George W. Buckley --- Withhold						
	<i>Chairman is not independent.</i>						
	1.3 Elect Director Vance D. Coffman --- For						
	<i>No issues found.</i>						
	1.4 Elect Director Michael L. Eskew --- For						
	<i>No issues found.</i>						
	1.5 Elect Director W. James Farrell --- For						
	<i>No issues found.</i>						
	1.6 Elect Director Herbert L. Henkel --- For						
	<i>No issues found.</i>						
	1.7 Elect Director Edward M. Liddy --- For						
	<i>No issues found.</i>						
	1.8 Elect Director Robert S. Morrison --- For						
	<i>No issues found.</i>						
	1.9 Elect Director Aulana L. Peters --- For						
	<i>No issues found.</i>						
	1.10 Elect Director Robert J. Ulrich --- For						
	<i>No issues found.</i>						
	2 Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
	3 Approve Omnibus Stock Plan		For	Against		Mgmt	
	<i>Dilution exceeds five percent. Options could vest immediately.</i>						
06/11/08 - A	Affymetrix Inc. *AFFX*	00826T108			04/16/08		5,900
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director Stephen P.A. Fodor, Ph.D. --- Withhold						
	<i>Chairman is not independent.</i>						
	1.2 Elect Director Paul Berg, Ph.D. --- For						
	<i>No issues found.</i>						

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	1.3 Elect Director Susan Desmond-Hellmann, M.D., M.P.H. --- For <i>No issues found.</i>						
	1.4 Elect Director John D. Diekman, Ph.D. - -- Withhold <i>Director is non-independent and sits on a key committee.</i>						
	1.5 Elect Director Vernon R. Loucks, Jr. --- Withhold <i>Director sits on more than four boards of publicly traded companies.</i>						
	1.6 Elect Director Robert H. Trice, Ph.D. --- For <i>No issues found.</i>						
	1.7 Elect Director Robert P. Wayman --- For <i>No issues found.</i>						
	1.8 Elect Director John A. Young --- For <i>No issues found.</i>						
	2 Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
	3 Amend Omnibus Stock Plan <i>Dilution exceeds five percent. Burn rate exceeds two percent. Plan allows repricing. Options could vest immediately. Plan allows loans to participants.</i>		For	Against		Mgmt	
05/08/08 - A	* Alcoa Inc. *AA*	013817101			02/11/08		6,600
	1 Elect Directors		For	For		Mgmt	
	2 Ratify Auditor		For	For		Mgmt	
	3 Report on Global Warming		Against	For		ShrHoldr	
05/14/08 - A	American International Group, Inc. *AIG*	026874107			03/28/08		5,800
	1 Elect Director Stephen F. Bollenbach <i>No issues found.</i>		For	For		Mgmt	
	2 Elect Director Martin S. Feldstein <i>No issues found.</i>		For	For		Mgmt	
	3 Elect Director Ellen V. Futter <i>No issues found.</i>		For	For		Mgmt	
	4 Elect Director Richard C. Holbrooke		For	For		Mgmt	

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	<i>No issues found.</i>						
5	Elect Director Fred H. Langhammer		For	For		Mgmt	
	<i>No issues found.</i>						
6	Elect Director George L. Miles, Jr.		For	Against		Mgmt	
	<i>Director sits on more than four boards of publicly traded companies.</i>						
7	Elect Director Morris W. Offit		For	For		Mgmt	
	<i>No issues found.</i>						
8	Elect Director James F. Orr, III		For	For		Mgmt	
	<i>No issues found.</i>						
9	Elect Director Virginia M. Rometty		For	For		Mgmt	
	<i>No issues found.</i>						
10	Elect Director Martin J. Sullivan		For	For		Mgmt	
	<i>No issues found.</i>						
11	Elect Director Michael H. Sutton		For	For		Mgmt	
	<i>No issues found.</i>						
12	Elect Director Edmund S.W. Tse		For	For		Mgmt	
	<i>No issues found.</i>						
13	Elect Director Robert B. Willumstad		For	For		Mgmt	
	<i>No issues found.</i>						
14	Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
15	Report on Human Rights Policies Relating to Water Use		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
16	Report on Political Contributions		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
05/07/08 - A	Amgen, Inc. *AMGN*	031162100			03/10/08		6,100
1	Elect Director David Baltimore		For	For		Mgmt	
	<i>No issues found.</i>						
2	Elect Director Frank J. Biondi, Jr.		For	Against		Mgmt	
	<i>Director sits on more than four boards of publicly traded companies.</i>						
3	Elect Director Jerry D. Choate		For	For		Mgmt	
	<i>No issues found.</i>						
4	Elect Director Vance D. Coffman		For	For		Mgmt	
	<i>No issues found.</i>						

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	5 Elect Director Frederick W. Gluck <i>No issues found.</i>		For	For		Mgmt	
	6 Elect Director Frank C. Herringer <i>No issues found.</i>		For	For		Mgmt	
	7 Elect Director Gilbert S. Omenn <i>No issues found.</i>		For	For		Mgmt	
	8 Elect Director Judith C. Pelham <i>No issues found.</i>		For	For		Mgmt	
	9 Elect Director J. Paul Reason <i>No issues found.</i>		For	For		Mgmt	
	10 Elect Director Leonard D. Schaeffer <i>No issues found.</i>		For	For		Mgmt	
	11 Elect Director Kevin W. Sharer <i>Chairman is not independent.</i>		For	Against		Mgmt	
	12 Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
	13 Reduce Supermajority Vote Requirement <i>Supermajority provisions violate the principle that a simple majority of voting shares should be all that is necessary to effect change regarding a company and its corporate governance provisions.</i>		Against	For		ShrHoldr	
	14 Report on Animal Welfare Act Violations <i>We support this proposal.</i>		Against	For		ShrHoldr	
05/16/08 - A	Aon Corp. *AOC*	037389103			03/19/08		2,200
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director Patrick G. Ryan --- Withhold <i>Chairman is not independent.</i>						
	1.2 Elect Director Gregory C. Case --- For <i>No issues found.</i>						
	1.3 Elect Director Fulvio Conti --- For <i>No issues found.</i>						
	1.4 Elect Director Edgar D. Jannotta --- For <i>No issues found.</i>						
	1.5 Elect Director Jan Kalff --- Withhold						

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Mtg Date/Type	Company/ Ballot Issues	Security	Mgmt Rec	Vote Cast	Record Date	Prpnt	Shares Voted
	<i>Director attended less than 75 percent of committee meetings without a valid excuse.</i>						
1.6	Elect Director Lester B. Knight --- For						
	<i>No issues found.</i>						
1.7	Elect Director J. Michael Losh --- Withhold						
	<i>Director sits on more than four boards of publicly traded companies.</i>						
1.8	Elect Director R. Eden Martin --- For						
	<i>No issues found.</i>						
1.9	Elect Director Andrew J. McKenna --- For						
	<i>No issues found.</i>						
1.10	Elect Director Robert S. Morrison --- For						
	<i>No issues found.</i>						
1.11	Elect Director Richard B. Myers --- Withhold						
	<i>Director does not own company stock.</i>						
1.12	Elect Director Richard C. Notebaert --- For						
	<i>No issues found.</i>						
1.13	Elect Director John W. Rogers, Jr. --- For						
	<i>No issues found.</i>						
1.14	Elect Director Gloria Santona --- For						
	<i>No issues found.</i>						
1.15	Elect Director Carolyn Y. Woo --- For						
	<i>No issues found.</i>						
2	Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
03/11/08 - A	Applied Materials, Inc.	038222105			01/18/08		5,600
	AMAT						
1	Elect Directors		For	Split		Mgmt	
1.1	Elect Director Robert H. Brust --- For						
1.2	Elect Director Deborah A. Coleman --- For						
1.3	Elect Director Aart J. de Geus --- For						
1.4	Elect Director Philip V. Gerdine --- For						

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Mtg Date/Type	Company/ Ballot Issues	Security	Mgmt Rec	Vote Cast	Record Date	Prpnt	Shares Voted
	1.5 Elect Director Thomas J. Iannotti --- For						
	1.6 Elect Director Charles Y.S. Liu --- For						
	1.7 Elect Director James C. Morgan --- Withhold						
	<i>Chairman is not independent.</i>						
	1.8 Elect Director Gerhard H. Parker --- For						
	1.9 Elect Director Dennis D. Powell --- For						
	1.10 Elect Director Willem P. Roelandts --- For						
	1.11 Elect Director Michael R. Splinter --- For						
	2 Ratify Auditors		For	For		Mgmt	
	<i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, none of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditor's independence.</i>						
04/24/08 - A	Arch Coal, Inc. *ACI*	039380100			02/25/08		2,700
	1 Elect Directors		For	For		Mgmt	
	1.1 Elect Director James R. Boyd --- For						
	<i>No issues found.</i>						
	1.2 Elect Director John W. Eaves --- For						
	<i>No issues found.</i>						
	1.3 Elect Director Douglas H. Hunt --- For						
	<i>No issues found.</i>						
	1.4 Elect Director A. Michael Perry --- For						
	<i>No issues found.</i>						
	2 Ratify Auditors		For	For		Mgmt	
	<i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, none of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditors independence.</i>						
05/09/08 - A	AXIS CAPITAL HOLDINGS LTD *AXS*	G0692U109			03/07/08		6,200
	This is a duplicate meeting for ballots received via the Broadridge						

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	North American ballot distribution system						
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director Robert L. Friedman --- Withhold						
	<i>Withheld for standing as a non-independent member of a key committee.</i>						
	1.2 Elect Director Donald J. Greene --- Withhold						
	<i>Lack of board diversity.</i>						
	1.3 Elect Director Jurgen Grupe --- For						
	<i>No issues found.</i>						
	1.4 Elect Director Frank J. Tasco --- For						
	<i>No issues found.</i>						
	2 APPROVE DELOITTE & TOUCHE AS AUDITORS AND AUTHORIZE BOARD TO FIX THEIR REMUNERATION.		For	For		Mgmt	
	<i>Less than 25 percent of the total fees paid to the auditor were attributable to non-audit work.</i>						
04/24/08 - A	Baker Hughes Incorporated *BHI*	057224107			02/25/08		3,500
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director Larry D. Brady --- For						
	<i>A majority of the board is comprised of independent directors, the key board committees are independent and there is both gender and racial diversity on the board.</i>						
	1.2 Elect Director Clarence P. Cazalot, Jr. - -- For						
	1.3 Elect Director Chad C. Deaton --- Withhold						
	<i>Chairman is not independent.</i>						
	1.4 Elect Director Edward P. Djerejian --- For						
	1.5 Elect Director Anthony G. Fernandes --- For						
	1.6 Elect Director Claire W. Gargalli --- For						

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1.7	Elect Director Pierre H. Jungels --- Withhold <i>Director sits on more than four boards of publicly traded companies.</i>						
1.8	Elect Director James A. Lash --- For						
1.9	Elect Director James F. McCall --- For						
1.10	Elect Director J. Larry Nichols --- Withhold <i>Director is an outside CEO and sits on the Compensation Committee.</i>						
1.11	Elect Director H. John Riley, Jr. --- For						
1.12	Elect Director Charles L. Watson --- For						
2	Ratify Auditors <i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, 10.43 percent of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditors independence.</i>		For	For		Mgmt	
3	Amend Executive Incentive Bonus Plan <i>Eligible participants include employees and directors.</i>		For	Against		Mgmt	
4	Other Business		For	Against		Mgmt	
04/23/08 - A	Bank of America Corp. *BAC*	060505104			02/27/08		14,500
1	Elect Director William Barnet, III <i>No issues found</i>		For	For		Mgmt	
2	Elect Director Frank P. Bramble, Sr. <i>No issues found</i>		For	For		Mgmt	
3	Elect Director John T. Collins <i>No issues found</i>		For	For		Mgmt	
4	Elect Director Gary L. Countryman <i>No issues found</i>		For	For		Mgmt	
5	Elect Director Tommy R. Franks <i>No issues found</i>		For	For		Mgmt	

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6	Elect Director Charles K. Gifford <i>No issues found</i>		For	For		Mgmt	
7	Elect Director Kenneth D. Lewis <i>Chairman is not independent.</i>		For	Against		Mgmt	
8	Elect Director Monica C. Lozano <i>No issues found</i>		For	For		Mgmt	
9	Elect Director Walter E. Massey <i>No issues found</i>		For	For		Mgmt	
10	Elect Director Thomas J. May <i>No issues found</i>		For	For		Mgmt	
11	Elect Director Patricia E. Mitchell <i>No issues found</i>		For	For		Mgmt	
12	Elect Director Thomas M. Ryan <i>Director is an outside CEO and sits on the Compensation Committee.</i>		For	Against		Mgmt	
13	Elect Director O. Temple Sloan, Jr. <i>No issues found</i>		For	For		Mgmt	
14	Elect Director Meredith R. Spangler <i>No issues found</i>		For	For		Mgmt	
15	Elect Director Robert L. Tillman <i>No issues found</i>		For	For		Mgmt	
16	Elect Director Jackie M. Ward <i>Director sits on more than four boards of publicly traded companies.</i>		For	Against		Mgmt	
17	Ratify Auditors <i>Non-audit fees paid to the auditor exceed 25 percent of total audit fees.</i>		For	Against		Mgmt	
18	Limit/Prohibit Executive Stock-Based Awards <i>We support this proposal.</i>		Against	For		ShrHoldr	
19	Advisory Vote to Ratify Named Executive Officers' Compensation <i>We support this proposal.</i>		Against	For		ShrHoldr	
20	Limit Executive Compensation <i>We support this proposal.</i>		Against	For		ShrHoldr	
21	Provide for Cumulative Voting <i>We believe that cumulative voting is an important tool in the protection of shareholders' rights. Given recent discussions regarding shareholders' ability to elect directors to corporate boards, and in light of the corporate scandals of the past few years, we believe</i>		Against	For		ShrHoldr	

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	<i>that investors should support initiatives that seek to permit shareholders to elect directors to the board. As cumulative voting represents one such avenue, we believe that it should be supported.</i>						
22	Require Independent Board Chairman		Against	For		ShrHoldr	
	<i>Since approval of this proposal will ensure the independence of the chairman of the board, we support this proposal.</i>						
23	Amend Articles/Bylaws/Charter -- Call Special Meetings		Against	For		ShrHoldr	
	<i>Due to the provisions under Section 2(b)(2) of the bylaws, we still consider the company to be impeding shareholders right to call a special meeting. We believe that these restrictive provisions would effectively serve as an entrenchment device and negate the stated intent of allowing shareholders to call special meetings. As such, we believe that this proposal warrants shareholder support.</i>						
24	Report on the Equator Principles		Against	Against		ShrHoldr	
	<i>We do not support this proposal.</i>						
25	Amend Bylaws to Establish a Board Committee on Human Rights		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
05/06/08 - A	Boston Scientific Corp.	101137107			03/07/08		41,300
	BSX						
1	Elect Directors		For	Split		Mgmt	
1.1	Elect Director Ursula M. Burns --- For						
	<i>No issues found.</i>						
1.2	Elect Director Warren B. Rudman --- For						
	<i>No issues found.</i>						
1.3	Elect Director James R. Tobin --- For						
	<i>No issues found.</i>						
1.4	Elect Director Nancy-Ann DeParle --- For						
	<i>No issues found.</i>						
1.5	Elect Director J. Raymond Elliott --- For						
	<i>No issues found.</i>						
1.6	Elect Director Marye Anne Fox --- For						
	<i>No issues found.</i>						
1.7	Elect Director Ray J. Groves ---						

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	Withhold <i>Chairman is not independent.</i>						
1.8	Elect Director N.J. Nicholas, Jr. --- For <i>No issues found.</i>						
1.9	Elect Director Pete M. Nicholas --- For <i>No issues found.</i>						
1.10	Elect Director John E. Pepper --- For <i>No issues found.</i>						
2	Amend Omnibus Stock Plan <i>Dilution exceeds five percent. Options could vest immediately. Plan allows loans to participants.</i>		For	Against		Mgmt	
3	Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
4	Other Business <i>As we cannot know the content of these issues, we do not approve this request.</i>		For	Against		Mgmt	
05/06/08 - A	Bristol-Myers Squibb Co. *BMY*	110122108			03/10/08		6,300
1	Elect Director Lewis B. Campbell <i>Director is an outside CEO and sits on the Compensation Committee.</i>		For	Against		Mgmt	
2	Elect Director James M. Cornelius <i>Chairman is not independent.</i>		For	Against		Mgmt	
3	Elect Director Louis J. Freeh <i>No issues found.</i>		For	For		Mgmt	
4	Elect Director Laurie H. Glimcher <i>No issues found.</i>		For	For		Mgmt	
5	Elect Director Michael Grobstein <i>No issues found.</i>		For	For		Mgmt	
6	Elect Director Leif Johansson <i>Director is an outside CEO and sits on the Compensation Committee.</i>		For	Against		Mgmt	
7	Elect Director Alan J. Lacey <i>No issues found.</i>		For	For		Mgmt	
8	Elect Director Vicki L. Sato <i>No issues found.</i>		For	For		Mgmt	
9	Elect Director Togo D. West, Jr.		For	For		Mgmt	

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	<i>No issues found.</i>						
10	Elect Director R. Sanders Williams		For	For		Mgmt	
	<i>No issues found.</i>						
11	Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
12	Increase Disclosure of Executive Compensation		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
04/22/08 - A	Carnival Corp. *CCL*	143658300			02/22/08		6,700
	This is a global meeting for ballots received via the Broadridge North American ballot distribution system						
1	Elect Directors		For	Withhold		Mgmt	
1.1	Elect Director Micky Arison --- Withhold						
	<i>Less than two-thirds of the board is independent.</i>						
1.2	Elect Director Ambassador R G Capen Jr --- Withhold						
	<i>Less than two-thirds of the board is independent.</i>						
1.3	Elect Director Robert H. Dickinson --- Withhold						
	<i>Less than two-thirds of the board is independent.</i>						
1.4	Elect Director Arnold W. Donald --- Withhold						
	<i>Less than two-thirds of the board is independent.</i>						
1.5	Elect Director Pier Luigi Foschi --- Withhold						
	<i>Less than two-thirds of the board is independent.</i>						
1.6	Elect Director Howard S. Frank --- Withhold						
	<i>Less than two-thirds of the board is independent.</i>						
1.7	Elect Director Richard J. Glasier --- Withhold						
	<i>Less than two-thirds of the board is independent.</i>						
1.8	Elect Director Modesto A. Maidique --- Withhold						
	<i>Less than two-thirds of the board is independent.</i>						
1.9	Elect Director Sir John Parker --- Withhold						
	<i>Less than two-thirds of the board is independent.</i>						

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1.10	Elect Director Peter G. Ratcliffe --- Withhold <i>Less than two-thirds of the board is independent.</i>						
1.11	Elect Director Stuart Subotnick --- Withhold <i>Less than two-thirds of the board is independent.</i>						
1.12	Elect Director Laura Weil --- Withhold <i>Less than two-thirds of the board is independent.</i>						
1.13	Elect Director Uzi Zucker --- Withhold <i>Less than two-thirds of the board is independent.</i>						
2	Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
3	TO AUTHORIZE THE AUDIT COMMITTEE OF CARNIVAL PLC TO AGREE TO THE REMUNERATION OF THE INDEPENDENT AUDITORS. <i>No issues found.</i>		For	For		Mgmt	
4	TO RECEIVE THE ACCOUNTS AND REPORTS FOR CARNIVAL PLC FOR THE FINANCIAL YEAR ENDED NOVEMBER 30, 2007. <i>No issues found.</i>		For	For		Mgmt	
5	TO APPROVE THE DIRECTORS REMUNERATION REPORT OF CARNIVAL PLC. <i>No issues found.</i>		For	For		Mgmt	
6	TO APPROVE THE ISSUANCE BY CARNIVAL PLC OF EQUITY OR EQUITY-LINKED SECURITIES WITH PREEMPTIVE RIGHTS. <i>No issues found.</i>		For	For		Mgmt	
Special Resolutions							
7	TO APPROVE THE DIS-APPLICATION OF PRE-EMPTION RIGHTS FOR CARNIVAL PLC. <i>No issues found.</i>		For	For		Mgmt	
8	TO APPROVE A GENERAL AUTHORITY FOR CARNIVAL PLC TO BUY BACK CARNIVAL PLC ORDINARY SHARES IN THE OPEN MARKET. <i>No issues found.</i>		For	For		Mgmt	

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06/11/08 - A	Caterpillar Inc. *CAT*	149123101			04/14/08		3,000
	1 Elect Directors		For	For		Mgmt	
	1.1 Elect Director W. Frank Blount --- For						
	<i>No issues found.</i>						
	1.2 Elect Director John R. Brazil --- For						
	<i>No issues found.</i>						
	1.3 Elect Director Eugene V. Fife --- For						
	<i>No issues found.</i>						
	1.4 Elect Director Gail D. Fosler --- For						
	<i>No issues found.</i>						
	1.5 Elect Director Peter A. Magowan --- For						
	<i>No issues found.</i>						
	2 Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
	3 Declassify the Board of Directors		Against	For		ShrHoldr	
	<i>The ability to elect directors is the single most important use of the shareholder franchise, and all directors should be accountable on an annual basis.</i>						
	4 Require a Majority Vote for the Election of Directors		Against	For		ShrHoldr	
	<i>We recognize that the company adopted a resignation policy in its corporate governance guidelines; however, supports this proposal as it would be a step towards improved governance.</i>						
	5 Report on Foreign Military Sales		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
05/23/08 - A	Cerner Corporation *CERN*	156782104			03/28/08		3,700
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director John C. Danforth --- For						
	<i>No issues found.</i>						
	1.2 Elect Director Neal L. Patterson --- Withhold						
	<i>Chairman is not independent.</i>						
	1.3 Elect Director William D. Zollars --- Withhold						
	<i>Director is an outside CEO and sits on the Compensation Committee.</i>						

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	2 Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
04/29/08 - A	Charter Communications, Inc. *CHTR*	16117M107			02/29/08		54,400
	1 Elect Directors		For	Withhold		Mgmt	
	1.1 Elect Director Robert P. May --- Withhold						
	<i>WITHHOLD votes from independent outsider Robert P. May for failure to implement the proposal to submit the company's poison pill to a shareholder vote.</i>						
	2 Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
04/22/08 - A	* Citigroup Inc. *C*	172967101			02/25/08		9,500
	1 Elect Director C. Michael Armstrong		For	For		Mgmt	
	2 Elect Director Alain J.P. Belda		For	Against		Mgmt	
	3 Elect Director Sir Winfried Bischoff		For	Against		Mgmt	
	4 Elect Director Kenneth T. Derr		For	For		Mgmt	
	5 Elect Director John M. Deutch		For	For		Mgmt	
	6 Elect Director Roberto Hernandez Ramirez		For	For		Mgmt	
	7 Elect Director Andrew N. Liveris		For	For		Mgmt	
	8 Elect Director Anne Mulcahy		For	For		Mgmt	
	9 Elect Director Vikram Pandit		For	For		Mgmt	
	10 Elect Director Richard D. Parsons		For	For		Mgmt	
	11 Elect Director Judith Rodin		For	For		Mgmt	
	12 Elect Director Robert E. Rubin		For	For		Mgmt	
	13 Elect Director Robert L. Ryan		For	Against		Mgmt	
	14 Elect Director Franklin A. Thomas		For	For		Mgmt	
	15 Ratify Auditors		For	For		Mgmt	
	16 Disclose Prior Government Service		Against	For		ShrHoldr	
	17 Report on Political Contributions		Against	For		ShrHoldr	
	18 Limit Executive Compensation		Against	For		ShrHoldr	
	19 Require More Director Nominations Than Open Seats		Against	Against		ShrHoldr	
	20 Report on the Equator Principles		Against	Against		ShrHoldr	
	21 Adopt Employee Contract		Against	For		ShrHoldr	
	22 Amend GHG Emissions Policies to Limit Coal Financing		Against	For		ShrHoldr	
	23 Report on Human Rights Investment Policies		Against	For		ShrHoldr	
	24 Require Independent Board Chairman		Against	For		ShrHoldr	
	25 Advisory Vote to Ratify Named		Against	For		ShrHoldr	

Mgmt Rec - Company Management Recommended Vote

* - Exception Vote

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	Executive Officers' Compensation Indicate If You Would Like to Keep Your Vote Confidential Under Current Policy		None	Abstain		Mgmt	
05/14/08 - A	Comcast Corp. *CMCSA*	20030N101			03/06/08		37,400
1	Elect Directors		For	Withhold		Mgmt	
1.1	Elect Director S. Decker Anstrom --- Withhold <i>The company has a dual class capital structure in place with one class held to maintain voting control</i>						
1.2	Elect Director Kenneth J. Bacon --- Withhold <i>The company has a dual class capital structure in place with one class held to maintain voting control</i>						
1.3	Elect Director Sheldon M. Bonovitz --- Withhold <i>The company has a dual class capital structure in place with one class held to maintain voting control</i>						
1.4	Elect Director Edward D. Breen --- Withhold <i>The company has a dual class capital structure in place with one class held to maintain voting control</i>						
1.5	Elect Director Julian A. Brodsky --- Withhold <i>The company has a dual class capital structure in place with one class held to maintain voting control</i>						
1.6	Elect Director Joseph J. Collins --- Withhold <i>The company has a dual class capital structure in place with one class held to maintain voting control</i>						
1.7	Elect Director J. Michael Cook --- Withhold <i>The company has a dual class capital structure in place with one class held to maintain voting control</i>						
1.8	Elect Director Gerald L. Hassell --- Withhold <i>The company has a dual class capital structure in place with one class held to maintain voting control</i>						
1.9	Elect Director Jeffrey A. Honickman --- Withhold <i>The company has a dual class capital structure in place with one class held to maintain voting control</i>						
1.10	Elect Director Brian L. Roberts --- Withhold						

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	<i>The company has a dual class capital structure in place with one class held to maintain voting control</i>						
1.11	Elect Director Ralph J. Roberts --- Withhold						
	<i>The company has a dual class capital structure in place with one class held to maintain voting control</i>						
1.12	Elect Director Dr. Judith Rodin --- Withhold						
	<i>The company has a dual class capital structure in place with one class held to maintain voting control</i>						
1.13	Elect Director Michael I. Sovern --- Withhold						
	<i>The company has a dual class capital structure in place with one class held to maintain voting control</i>						
2	Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
3	Amend Restricted Stock Plan		For	Against		Mgmt	
	<i>Non-employee directors may participate in the plan.</i>						
4	Amend Stock Option Plan		For	Against		Mgmt	
	<i>Options expire in 2018.</i>						
5	Adopt Recapitalization Plan		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
6	Increase Disclosure of Executive Compensation		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
7	Require More Director Nominations Than Open Seats		Against	Against		ShrHoldr	
8	Report on Pay Disparity		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
9	Provide for Cumulative Voting for Class A Shareholders		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
10	Adopt Principles for Health Care Reform		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
11	Advisory Vote to Ratify Named Executive Officers' Compensation		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						

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05/14/08 - A	ConocoPhillips *COP*	20825C104			03/17/08		4,700
1	Elect Director Harold W. McGraw III <i>Director is an outside CEO and sits on the Compensation Committee.</i>		For	Against		Mgmt	
2	Elect Director James J. Mulva <i>Chairman is not independent.</i>		For	Against		Mgmt	
3	Elect Director Bobby S. Shackouls <i>No issues found.</i>		For	For		Mgmt	
4	Declassify the Board of Directors <i>We commend management for submitting this proposal, which demonstrates a commitment to shareholders' interests.</i>		For	For		Mgmt	
5	Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
6	Require Director Nominee Qualifications		Against	Against		ShrHoldr	
7	Report on Indigenous Peoples Rights Policies <i>We support this proposal.</i>		Against	For		ShrHoldr	
8	Advisory Vote to Ratify Named Executive Officers' Compensation <i>We support this proposal.</i>		Against	For		ShrHoldr	
9	Report on Political Contributions <i>We support this proposal.</i>		Against	For		ShrHoldr	
10	Adopt Greenhouse Gas Emissions Goals for Products and Operations <i>We support this proposal.</i>		Against	For		ShrHoldr	
11	Report on Community Environmental Impacts of Operations <i>We support this proposal.</i>		Against	For		ShrHoldr	
12	Report on Environmental Damage from Drilling in the National Petroleum Reserve <i>We support this proposal.</i>		Against	For		ShrHoldr	
13	Report on Environmental Impact of Oil Sands Operations in Canada <i>We support this proposal.</i>		Against	For		ShrHoldr	
14	Report on Global Warming <i>We do not support this proposal.</i>		Against	Against		ShrHoldr	

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05/21/08 - A	Conseco, Inc. *CNO*	208464883			04/14/08		14,200
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director Donna A. James --- For						
	<i>No issues found.</i>						
	1.2 Elect Director Debra J. Perry --- For						
	<i>No issues found.</i>						
	1.3 Elect Director C. James Prieur --- For						
	<i>No issues found.</i>						
	1.4 Elect Director Philip R. Roberts --- For						
	<i>No issues found.</i>						
	1.5 Elect Director Michael T. Tokarz --- For						
	<i>No issues found.</i>						
	1.6 Elect Director R. Glenn Hilliard --- Withhold						
	<i>Chairman is not independent.</i>						
	1.7 Elect Director Neal C. Schneider --- For						
	<i>No issues found.</i>						
	1.8 Elect Director Michael S. Shannon --- For						
	<i>No issues found.</i>						
	1.9 Elect Director John G. Turner --- For						
	<i>No issues found.</i>						
	1.10 Elect Director Doreen A. Wright --- For						
	<i>No issues found.</i>						
	2 Adopt Majority Voting and Eliminate Plurality Voting for Uncontested Election of Directors		For	For		Mgmt	
	<i>We support this proposal.</i>						
	3 Declassify the Board of Directors		For	For		Mgmt	
	<i>We support proposals to declassify the board.</i>						
	4 Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
05/22/08 - A	Dean Foods Company *DF*	242370104			03/25/08		6,200
	1 Elect Directors		For	For		Mgmt	
	1.1 Elect Director Tom C. Davis --- For						
	<i>No issues found.</i>						

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Mtg Date/Type	Company/ Ballot Issues	Security	Mgmt Rec	Vote Cast	Record Date	Prpnt	Shares Voted
	1.2 Elect Director Stephen L. Green --- For <i>No issues found.</i>						
	1.3 Elect Director Joseph S. Hardin, Jr. --- For <i>No issues found.</i>						
	1.4 Elect Director John R. Muse --- For <i>No issues found.</i>						
	2 Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
05/14/08 - A	Dynegy, Inc. *DYN*	26817G102			03/17/08		16,700
	1 Elect Directors		For	Withhold		Mgmt	
	1.1 Elect Director David W. Biegler --- Withhold <i>The company has a dual class capital structure in place with one class held to maintain voting control. Director sits on more than four boards of publicly traded companies.</i>						
	1.2 Elect Director Thomas D. Clark, Jr. --- Withhold <i>The company has a dual class capital structure in place with one class held to maintain voting control.</i>						
	1.3 Elect Director Victor E. Grijalva --- Withhold <i>The company has a dual class capital structure in place with one class held to maintain voting control.</i>						
	1.4 Elect Director Patricia A. Hammick --- Withhold <i>The company has a dual class capital structure in place with one class held to maintain voting control.</i>						
	1.5 Elect Director George L. Mazanec --- Withhold <i>The company has a dual class capital structure in place with one class held to maintain voting control.</i>						
	1.6 Elect Director Howard B. Sheppard --- Withhold <i>The company has a dual class capital structure in place with one class held to maintain voting control.</i>						
	1.7 Elect Director William L. Trubeck --- Withhold <i>The company has a dual class capital structure in</i>						

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	<i>place with one class held to maintain voting control.</i>						
1.8	Elect Director Bruce A. Williamson --- Withhold						
	<i>The company has a dual class capital structure in place with one class held to maintain voting control. Less than two-thirds of the board is independent. Chairman is not independent.</i>						
2	Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
04/30/08 - A	E.I. Du Pont De Nemours & Co. *DD*	263534109			03/05/08		3,200
1	Elect Directors		For	Split		Mgmt	
1.1	Elect Director Richard H. Brown --- For						
	<i>No issues found.</i>						
1.2	Elect Director Robert A. Brown --- For						
	<i>No issues found.</i>						
1.3	Elect Director Bertrand P. Collomb --- For						
	<i>No issues found.</i>						
1.4	Elect Director Curtis J. Crawford --- For						
	<i>No issues found.</i>						
1.5	Elect Director Alexander M. Cutler --- For						
	<i>No issues found.</i>						
1.6	Elect Director John T. Dillon --- For						
	<i>No issues found.</i>						
1.7	Elect Director Eleuthere I. du Pont --- For						
	<i>No issues found.</i>						
1.8	Elect Director Marillyn A. Hewson --- For						
	<i>No issues found.</i>						
1.9	Elect Director Charles O. Holliday, Jr. -- - Withhold						
	<i>Chairman is not independent.</i>						
1.10	Elect Director Lois D. Juliber --- For						
	<i>No issues found.</i>						
1.11	Elect Director Sean O'Keefe --- For						

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	<i>No issues found.</i>						
1.12	Elect Director William K. Reilly --- For						
	<i>No issues found.</i>						
2	Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
3	Report on Plant Closures		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
4	Require Independent Board Chairman		Against	For		ShrHoldr	
	<i>Since approval of this proposal will ensure the independence of the chairman of the board, we support this proposal.</i>						
5	Report on Global Warming		Against	Against		ShrHoldr	
	<i>We do not support this anti-social proposal.</i>						
6	Amend Human Rights Policies		Against	For		ShrHoldr	
	<i>Since approval of this proposal will enhance and promote the company's brand name and strengthen its human rights and labor policies, we support this initiative.</i>						
7	Advisory Vote to Ratify Named Executive Officers' Compensation		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
06/13/08 - A	E.W. Scripps Co. (The) *SSP* 811054204				05/05/08		5,300
1	Elect Directors		For	Split		Mgmt	
1.1	Elect Director William R. Burleigh --- Withhold						
	<i>Chairman is not independent.</i>						
1.2	Elect Director David A. Galloway --- For						
	<i>No issues found.</i>						
1.3	Elect Director David M. Moffett --- For						
	<i>No issues found.</i>						
1.4	Elect Director Jarl Mohn --- For						
	<i>No issues found.</i>						
06/11/08 - A	Eclipsys Corp. *ECLP* 278856109				04/14/08		5,400
1	Elect Directors		For	For		Mgmt	
1.1	Elect Director R. Andrew Eckert --- For						
	<i>No issues found.</i>						

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	1.2 Elect Director Eugene V. Fife --- For <i>No issues found.</i>						
	2 Approve Omnibus Stock Plan <i>Dilution exceeds five percent. Burn rate exceeds two percent. Options could vest immediately.</i>		For	Against		Mgmt	
	3 Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
05/21/08 - A	EMC Corp. *EMC*	268648102			03/20/08		11,300
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director Michael W. Brown --- For <i>No issues found.</i>						
	1.2 Elect Director Michael J. Cronin --- For <i>No issues found.</i>						
	1.3 Elect Director Gail Deegan --- For <i>No issues found.</i>						
	1.4 Elect Director John R. Egan --- For <i>No issues found.</i>						
	1.5 Elect Director W. Paul Fitzgerald --- For <i>Director is not independent and sits on a key board committee.</i>						
	1.6 Elect Director Olli-Pekka Kallasvuo --- Withhold <i>Director attended less than 75 percent of committee meetings without a valid excuse.</i>						
	1.7 Elect Director Edmund F. Kelly --- For <i>No issues found.</i>						
	1.8 Elect Director Windle B. Priem --- For <i>No issues found.</i>						
	1.9 Elect Director Paul Sagan --- For <i>No issues found.</i>						
	1.10 Elect Director David N. Strohm --- For <i>No issues found.</i>						
	1.11 Elect Director Joseph M. Tucci --- Withhold <i>Chairman is not independent.</i>						
	2 Ratify Auditors		For	For		Mgmt	

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	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
3	Adopt Majority Voting for Uncontested Election of Directors		For	For		Mgmt	
	<i>In this case, we commend the company for seeking to adopt a majority vote standard for the election of directors, with a plurality vote carve-out for contested elections.</i>						
4	Reduce Supermajority Vote Requirement		For	For		Mgmt	
	<i>We support any reduction of a company's voting requirements, even if the change is simply a lower supermajority. In this case, however, the company is adopting simple majority approval, which we support.</i>						
05/28/08 - A	Exxon Mobil Corp. *XOM*	30231G102			04/04/08		2,200
1	Elect Directors		For	Split		Mgmt	
1.1	Elect Director Michael J. Boskin --- For						
	<i>No issues found.</i>						
1.2	Elect Director Larry R. Faulkner --- For						
	<i>No issues found.</i>						
1.3	Elect Director William W. George --- For						
	<i>No issues found.</i>						
1.4	Elect Director James R. Houghton --- For						
	<i>No issues found.</i>						
1.5	Elect Director Reatha Clark King --- For						
	<i>No issues found.</i>						
1.6	Elect Director Marilyn Carlson Nelson -- For						
	<i>No issues found.</i>						
1.7	Elect Director Samuel J. Palmisano --- Withhold						
	<i>Director is an outside CEO and sits on the Compensation Committee.</i>						
1.8	Elect Director Steven S Reinemund --- For						
	<i>No issues found.</i>						
1.9	Elect Director Walter V. Shipley --- For						
	<i>No issues found.</i>						
1.10	Elect Director Rex W. Tillerson ---						

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	Withhold <i>Chairman is not independent.</i>						
1.11	Elect Director Edward E. Whitacre, Jr. -- - For <i>No issues found.</i>						
2	Ratify Auditors <i>Greater than 25 percent of the total audit fees paid were for non-audit work.</i>		For	Against		Mgmt	
3	Amend Bylaws to Prohibit Precatory Proposals <i>We do not support this proposal.</i>		Against	Against		ShrHoldr	
4	Require Director Nominee Qualifications		Against	Against		ShrHoldr	
5	Require Independent Board Chairman <i>Since approval of this proposal will ensure the independence of the chairman of the board, we support this proposal.</i>		Against	For		ShrHoldr	
6	Approve Distribution Policy <i>To mandate a policy on how the company should return its excess cash would limit management's flexibility that is not warranted in this case and may not be in shareholders best interest.</i>		Against	Against		ShrHoldr	
7	Advisory Vote to Ratify Named Executive Officers' Compensation <i>We support this proposal.</i>		Against	For		ShrHoldr	
8	Compare CEO Compensation to Company's Lowest Paid U.S. Workers <i>We support this proposal.</i>		Against	For		ShrHoldr	
9	Claw-back of Payments under Restatements <i>We support this proposal.</i>		Against	For		ShrHoldr	
10	Review Anti-discrimination Policy on Corporate Sponsorships and Executive Perks <i>We support this proposal.</i>		Against	For		ShrHoldr	
11	Report on Political Contributions <i>We support this proposal.</i>		Against	For		ShrHoldr	
12	Amend EEO Policy to Prohibit Discrimination based on Sexual Orientation and Gender Identity <i>We support this proposal.</i>		Against	For		ShrHoldr	
13	Report on Community Environmental Impacts of Operations		Against	For		ShrHoldr	

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	<i>We support this proposal.</i>						
14	Report on Potential Environmental Damage from Drilling in the Arctic National Wildlife Refuge		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
15	Adopt Greenhouse Gas Emissions Goals for Products and Operations		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
16	Report on Carbon Dioxide Emissions Information at Gas Stations		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
17	Report on Climate Change Impacts on Emerging Countries		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
18	Report on Energy Technologies Development		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
19	Adopt Policy to Increase Renewable Energy		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
05/20/08 - A	Fannie Mae *FNM*	313586109			03/21/08		6,500
1	Elect Directors Stephen B. Ashley		For	For		Mgmt	
	<i>No issues found.</i>						
2	Elect Directors Dennis R. Beresford		For	For		Mgmt	
	<i>No issues found.</i>						
3	Elect Directors Louis J. Freeh		For	For		Mgmt	
	<i>No issues found.</i>						
4	Elect Directors Brenda J. Gaines		For	For		Mgmt	
	<i>No issues found.</i>						
5	Elect Directors Karen N. Horn		For	Against		Mgmt	
	<i>Director sits on more than four boards of publicly traded companies.</i>						
6	Elect Directors Bridget A. Macaskill		For	For		Mgmt	
	<i>No issues found.</i>						
7	Elect Directors Daniel H. Mudd		For	For		Mgmt	
	<i>No issues found.</i>						
8	Elect Directors Leslie Rahl		For	For		Mgmt	
	<i>No issues found.</i>						
9	Elect Directors John C. Sites, Jr.		For	For		Mgmt	

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	<i>No issues found.</i>						
10	Elect Directors Greg C. Smith		For	For		Mgmt	
	<i>No issues found.</i>						
11	Elect Directors H. Patrick Swygert		For	For		Mgmt	
	<i>No issues found.</i>						
12	Elect Directors John K. Wulff		For	Against		Mgmt	
	<i>Director sits on more than four boards of publicly traded companies.</i>						
13	Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
14	Provide for Cumulative Voting		Against	For		ShrHoldr	
	<i>We believe that cumulative voting is an important tool in the protection of shareholders' rights. Given recent discussions regarding shareholders' ability to elect directors to corporate boards, and in light of the corporate scandals of the past few years, we believe that investors should support initiatives that seek to permit shareholders to elect directors to the board. As cumulative voting represents one such avenue, we believe that it should be supported.</i>						
04/15/08 - A	Fifth Third Bancorp *FITB*	316773100			02/29/08		4,200
1	Elect Directors		For	Split		Mgmt	
1.1	Elect Director Darryl F. Allen --- For						
	<i>No issues found.</i>						
1.2	Elect Director John F. Barrett --- For						
	<i>No issues found.</i>						
1.3	Elect Director U.L. Bridgeman, Jr. --- For						
	<i>No issues found.</i>						
1.4	Elect Director James P. Hackett --- Withhold						
	<i>Director is an outside CEO and sits on the Compensation Committee.</i>						
1.5	Elect Director Gary R. Heminger --- For						
	<i>No issues found.</i>						
1.6	Elect Director Allen M. Hill --- For						
	<i>No issues found.</i>						
1.7	Elect Director Kevin T. Kabat --- For						

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	<i>No issues found.</i>						
1.8	Elect Director Robert L. Koch II --- For						
	<i>No issues found.</i>						
1.9	Elect Director M.D. Livingston --- For						
	<i>No issues found.</i>						
1.10	Elect Director Hendrik G. Meijer --- For						
	<i>No issues found.</i>						
1.11	Elect Director James E. Rogers --- Withhold						
	<i>Director is an outside CEO and sits on the Compensation Committee.</i>						
1.12	Elect Director George A. Schaefer, Jr. -- - Withhold						
	<i>Chairman is not independent.</i>						
1.13	Elect Director John J. Schiff, Jr. --- For						
	<i>No issues found.</i>						
1.14	Elect Director Dudley S. Taft --- For						
	<i>No issues found.</i>						
1.15	Elect Director Thomas W. Traylor --- For						
	<i>No issues found.</i>						
2	Increase Authorized Common Stock		For	Against		Mgmt	
	<i>Dilution exceeds 20 percent.</i>						
3	Approve Omnibus Stock Plan		For	Against		Mgmt	
	<i>Dilution exceeds five percent. Options offered at less than fair market value. Options could vest immediately.</i>						
4	Change Date of Annual Meeting		For	For		Mgmt	
	<i>We have no objection to this change, as it does not adversely impact shareholder rights and would enable management to better prepare for meetings.</i>						
5	Ratify Auditors		For	For		Mgmt	
	<i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, 5.39 percent of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditors independence.</i>						
6	Hire Advisor/Maximize Shareholder Value		Against	Against		ShrHoldr	

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04/29/08 - A	Fortune Brands, Inc. *FO*	349631101			02/29/08		1,600
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director Richard A. Goldstein --- For						
	1.2 Elect Director Pierre E. Leroy --- Withhold						
	<i>Director has failed to act on a shareholder proposal that has received approval of the majority of shares cast.</i>						
	1.3 Elect Director A.D. David Mackay --- For						
	2 Ratify Auditors		For	For		Mgmt	
	<i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, 14.93 percent of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditors independence.</i>						
	3 Declassify the Board of Directors		Against	For		ShrHoldr	
	<i>The ability to elect directors is the single most important use of the shareholder franchise, and all directors should be accountable on an annual basis.</i>						
05/22/08 - A	Genzyme Corp. *GENZ*	372917104			03/31/08		1,800
	1 Elect Director Douglas A. Berthiaume		For	Against		Mgmt	
	<i>Director is an outside CEO and sits on the Compensation Committee.</i>						
	2 Elect Director Gail K. Boudreaux		For	For		Mgmt	
	<i>No issues found.</i>						
	3 Elect Director Robert J. Carpenter		For	For		Mgmt	
	<i>No issues found.</i>						
	4 Elect Director Charles L. Cooney, Ph.D.		For	For		Mgmt	
	<i>No issues found.</i>						
	5 Elect Director Richard F. Syron		For	Against		Mgmt	
	<i>Director attended less than 75 percent of committee meetings without a valid excuse.</i>						
	6 Amend Omnibus Stock Plan		For	Against		Mgmt	
	<i>Dilution exceeds five percent. Burn rate exceeds two percent.</i>						

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	7 Amend Non-Employee Director Omnibus Stock Plan <i>Expiration determined by the board.</i>		For	Against		Mgmt	
	8 Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
05/08/08 - A	Google Inc *GOOG*	38259P508			03/11/08		625
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director Eric Schmidt --- Withhold <i>Chairman is not independent.</i>						
	1.2 Elect Director Sergey Brin --- For <i>No issues found.</i>						
	1.3 Elect Director Larry Page --- For <i>No issues found.</i>						
	1.4 Elect Director L. John Doerr --- For <i>No issues found.</i>						
	1.5 Elect Director John L. Hennessy --- For <i>No issues found.</i>						
	1.6 Elect Director Arthur D. Levinson --- Withhold <i>Director is an outside CEO and sits on the Compensation Committee.</i>						
	1.7 Elect Director Ann Mather --- For <i>No issues found.</i>						
	1.8 Elect Director Paul S. Otellini --- Withhold <i>Director is an outside CEO and sits on the Compensation Committee.</i>						
	1.9 Elect Director K. Ram Shriram --- For <i>No issues found.</i>						
	1.10 Elect Director Shirley M. Tilghman --- For <i>No issues found.</i>						
	2 Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
	3 Amend Omnibus Stock Plan <i>Dilution exceeds five percent. Burn rate exceeds two percent. Plan allows repricing. Options could vest</i>		For	Against		Mgmt	

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	<i>immediately. Plan allows loans to participants.</i>						
4	Adopt Internet Censorship Policies		Against	For		ShrHoldr	
	<i>Since the requested policies will provide additional transparency and safeguards addressing shareholders' concerns and will assist the company in managing the risks to reputation that can be associated with operations in controversial countries, we believe that the resolution warrants shareholder support.</i>						
5	Amend Bylaws to Establish a Board Committee on Human Rights		Against	For		ShrHoldr	
	<i>As Google does not have a publicly available Human Rights Policy or reference to human rights in its Code of Conduct, we believe that by establishing a board committee on human rights, the company will increase stakeholder value, as well as have a centralized and meaningful device to ensure and promote Google's legal and ethical compliance with international and domestic human rights laws and declarations.</i>						
05/22/08 - A	Home Depot, Inc. *HD*	437076102			03/24/08		4,900
1	Elect Director F. Duane Ackerman		For	For		Mgmt	
	<i>No issues found.</i>						
2	Elect Director David H. Batchelder		For	For		Mgmt	
	<i>No issues found.</i>						
3	Elect Director Francis S. Blake		For	Against		Mgmt	
	<i>Chairman is not independent.</i>						
4	Elect Director Ari Bousbib		For	For		Mgmt	
	<i>No issues found.</i>						
5	Elect Director Gregory D. Breneman		For	For		Mgmt	
	<i>No issues found.</i>						
6	Elect Director Albert P. Carey		For	For		Mgmt	
	<i>No issues found.</i>						
7	Elect Director Armando Codina		For	For		Mgmt	
	<i>No issues found.</i>						
8	Elect Director Brian C. Cornell		For	For		Mgmt	
	<i>No issues found.</i>						
9	Elect Director Bonnie G. Hill		For	For		Mgmt	
	<i>No issues found.</i>						
10	Elect Director Karen L. Katen		For	For		Mgmt	
	<i>No issues found.</i>						

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	11	Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For	Mgmt	
	12	Amend Executive Incentive Bonus Plan <i>We support the incentive compensation plan so that the company can preserve the financial benefits of the Section 162(m) tax deduction.</i>		For	For	Mgmt	
	13	Amend Qualified Employee Stock Purchase Plan <i>We approve of this item because the plan complies with Section 423 of the Internal Revenue Code, the number of shares being added is relatively conservative, the offering period is reasonable, and there are limitations on participation.</i>		For	For	Mgmt	
	14	Affirm Political Nonpartisanship <i>We support this proposal.</i>		Against	For	ShrHoldr	
	15	Amend Articles/Bylaws/Charter -- Call Special Meetings <i>The proposal seeks to provide shareholders with the right to call special meetings, a right which shareholders are currently not afforded. We believe adoption of this proposal, and the resulting enhancement of shareholder rights, warrants shareholder approval.</i>		Against	For	ShrHoldr	
	16	Report on Employment Diversity <i>We support this proposal.</i>		Against	For	ShrHoldr	
	17	Advisory Vote to Ratify Named Executive Officers' Compensation <i>We support this proposal.</i>		Against	For	ShrHoldr	
	18	Pay For Superior Performance <i>We support this proposal.</i>		Against	For	ShrHoldr	
05/21/08 - A	Intel Corp. *INTC*	458140100			03/24/08		18,700
	1	Elect Director Craig R. Barrett <i>Chairman is not independent.</i>		For	Against	Mgmt	
	2	Elect Director Charlene Barshefsky <i>No issues found.</i>		For	For	Mgmt	
	3	Elect Director Carol A. Bartz <i>No issues found.</i>		For	For	Mgmt	
	4	Elect Director Susan L. Decker <i>No issues found.</i>		For	For	Mgmt	
	5	Elect Director Reed E. Hundt		For	For	Mgmt	

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	<i>No issues found.</i>						
6	Elect Director Paul S. Otellini		For	For		Mgmt	
	<i>No issues found.</i>						
7	Elect Director James D. Plummer		For	For		Mgmt	
	<i>No issues found.</i>						
8	Elect Director David S. Pottruck		For	For		Mgmt	
	<i>No issues found.</i>						
9	Elect Director Jane E. Shaw		For	For		Mgmt	
	<i>No issues found.</i>						
10	Elect Director John L. Thornton		For	Against		Mgmt	
	<i>Director sits on more than four boards of publicly traded companies.</i>						
11	Elect Director David B. Yoffie		For	For		Mgmt	
	<i>No issues found.</i>						
12	Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
13	Amend Bylaws to Establish a Board Committee on Sustainability		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
04/29/08 - A	International Business Machines Corp. *IBM*	459200101			02/29/08		3,600
1	Elect Directors		For	Split		Mgmt	
1.1	Elect Director C. Black --- For						
	<i>No issues found.</i>						
1.2	Elect Director W.R. Brody --- For						
	<i>No issues found.</i>						
1.3	Elect Director K.I. Chenault --- For						
	<i>No issues found.</i>						
1.4	Elect Director M.L. Eskew --- For						
	<i>No issues found.</i>						
1.5	Elect Director S.A. Jackson --- Withhold						
	<i>Director sits on more than four boards of publicly traded companies.</i>						
1.6	Elect Director L.A. Noto --- For						
	<i>No issues found.</i>						
1.7	Elect Director J.W. Owens --- For						

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	<i>No issues found.</i>						
1.8	Elect Director S.J. Palmisano --- Withhold						
	<i>Chairman is not independent.</i>						
1.9	Elect Director J.E. Spero --- For						
	<i>No issues found.</i>						
1.10	Elect Director S. Taurel --- For						
	<i>No issues found.</i>						
1.11	Elect Director L.H. Zambrano --- For						
	<i>No issues found.</i>						
2	Ratify Auditors		For	For		Mgmt	
	<i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, 16.52 percent of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditors independence.</i>						
3	Restore or Provide for Cumulative Voting		Against	For		ShrHoldr	
	<i>We believe that cumulative voting is an important tool in the protection of shareholders' rights. Given recent discussions regarding shareholders' ability to elect directors to corporate boards, and in light of the corporate scandals of the past few years, we believe that investors should support initiatives that seek to permit shareholders to elect directors to the board. As cumulative voting represents one such avenue, we believe that it should be supported.</i>						
4	Review Executive Compensation		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
5	Amend Bylaws to Establish a Board Committee on Human Rights		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
6	Amend Bylaw -- Call Special Meetings		Against	For		ShrHoldr	
	<i>The proposal seeks to provide shareholders with the right to call special meetings, which we believe is in the best interests of shareholders. We note that the proposal limits the right to call a special meeting to a range between 10 and 25 percent of the outstanding shares. We believe that this is a reasonable threshold, consistent with many state statutes. We believe that this item warrants shareholder support.</i>						
7	Advisory Vote to Ratify Named		Against	For		ShrHoldr	

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	Executive Officers' Compensation <i>We support this proposal.</i>						
02/27/08 - A	International Game Technology *IGT*	459902102			12/31/07		7,300
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director Robert A. Bittman --- For						
	1.2 Elect Director Richard R. Burt --- For						
	1.3 Elect Director Patti S. Hart --- For						
	1.4 Elect Director Leslie S. Heisz --- For						
	1.5 Elect Director Robert A. Mathewson --- For						
	1.6 Elect Director Thomas J. Matthews --- Withhold						
	<i>Chairman is not independent.</i>						
	1.7 Elect Director Robert Miller --- For						
	1.8 Elect Director Frederick B. Rentschler -- - For						
	2 Amend Omnibus Stock Plan		For	Against		Mgmt	
	<i>Dilution exceeds five percent. Plan allows loans to participants. Options could vest immediately.</i>						
	3 Ratify Auditors		For	For		Mgmt	
	<i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, 6 percent of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditor's independence.</i>						
05/15/08 - A	Jetblue Airways Corp *JBLU*	477143101			03/24/08		11,800
	1 Elect Directors		For	For		Mgmt	
	1.1 Elect Director Robert Clanin --- For						
	<i>No issues found.</i>						
	1.2 Elect Director Christoph Franz --- For						
	<i>No issues found.</i>						
	1.3 Elect Director Frank Sica --- For						
	<i>No issues found.</i>						
	2 Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						

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	3	Eliminate Supermajority Vote Requirement		For		Mgmt	
		<i>We support any reduction of a company's voting requirements, even if the change is simply a lower supermajority. In this case, however, the company will be adopting simple-majority provisions.</i>					
	4	Declassify the Board of Directors		For		Mgmt	
		<i>We support proposals to declassify the board.</i>					
04/24/08 - A	Johnson & Johnson *JNJ*	478160104			02/26/08		6,900
	1	Elect Directors		For		Mgmt	
	1.1	Elect Director Mary Sue Coleman --- For					
		<i>No issues found.</i>					
	1.2	Elect Director James G. Cullen --- For					
		<i>No issues found.</i>					
	1.3	Elect Director Michael M.E. Johns --- For					
		<i>No issues found.</i>					
	1.4	Elect Director Arnold G. Langbo --- For					
		<i>No issues found.</i>					
	1.5	Elect Director Susan L. Lindquist --- For					
		<i>No issues found.</i>					
	1.6	Elect Director Leo F. Mullin --- For					
		<i>No issues found.</i>					
	1.7	Elect Director William D. Perez --- Withhold					
		<i>Director is an outside CEO and sits on the Compensation Committee.</i>					
	1.8	Elect Director Christine A. Poon --- For					
		<i>No issues found.</i>					
	1.9	Elect Director Charles Prince --- For					
		<i>No issues found.</i>					
	1.10	Elect Director Steven S. Reinemund --- For					
		<i>No issues found.</i>					
	1.11	Elect Director David Satcher --- For					
		<i>No issues found.</i>					
	1.12	Elect Director William C. Weldon --- Withhold					

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	<i>Chairman is not independent.</i>						
	2	Ratify Auditors		For For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
	3	Advisory Vote to Ratify Named Executive Officers' Compensation		Against For		ShrHoldr	
	<i>We support this proposal.</i>						
05/21/08 - A	Juniper Networks, Inc. *JNPR*	48203R104			03/24/08		3,300
	1	Elect Directors		For Split		Mgmt	
	1.1	Elect Director Mary B. Cranston --- For					
	<i>No issues found.</i>						
	1.2	Elect Director J. Michael Lawrie --- Withhold					
	<i>Director is an outside CEO and sits on the Compensation Committee.</i>						
	2	Approve Qualified Employee Stock Purchase Plan		For For		Mgmt	
	<i>No issues found.</i>						
	3	Ratify Auditors		For For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
04/25/08 - A	Kellogg Co. *K*	487836108			03/04/08		2,700
	1	Elect Directors		For For		Mgmt	
	1.1	Elect Director David Mackay --- For					
	<i>A majority of the board is comprised of independent directors, the key board committees are independent and there is both gender and racial diversity on the board.</i>						
	1.2	Elect Director Sterling Speirn --- For					
	1.3	Elect Director John Zabriskie --- For					
	2	Ratify Auditors		For For		Mgmt	
	<i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, 25.00 percent of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditors independence.</i>						
	3	Require a Majority Vote for the Election		Against For		ShrHoldr	

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	of Directors						
	<i>While Kellogg has taken steps in the right direction with the addition of the director resignation policy in 2006, the company currently maintains its plurality voting standard. We believe that the proposed majority vote standard, including the carveout for a plurality standard for contested elections, coupled with the existing director resignation, is the benchmark that companies should strive to reach.</i>						
04/30/08 - A	Kohl's Corp. *KSS*	500255104			03/05/08		3,100
1	Elect Director Steven A. Burd		For	Against		Mgmt	
	<i>Less than two-thirds of the board is independent. Director is an outside CEO and sits on the Compensation Committee.</i>						
2	Elect Director Wayne Embry		For	For		Mgmt	
	<i>No issues found.</i>						
3	Elect Director John F. Herma		For	For		Mgmt	
	<i>No issues found.</i>						
4	Elect Director William S. Kellogg		For	Against		Mgmt	
5	Elect Director Kevin Mansell		For	Against		Mgmt	
6	Elect Director R. Lawrence Montgomery		For	Against		Mgmt	
	<i>Chairman is not independent.</i>						
7	Elect Director Frank V. Sica		For	For		Mgmt	
	<i>No issues found.</i>						
8	Elect Director Peter M. Sommerhauser		For	Against		Mgmt	
9	Elect Director Stephanie A. Streeter		For	For		Mgmt	
	<i>No issues found.</i>						
10	Elect Director Stephen E. Watson		For	For		Mgmt	
	<i>No issues found.</i>						
11	Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
12	Require a Majority Vote for the Election of Directors		Against	For		ShrHoldr	
	<i>Director accountability is the hallmark of good governance, a concept that we consider Kohl's to embrace given the application of the majority vote standard in this year's annual meeting's director elections.</i>						
13	Pay For Superior Performance		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						

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04/08/08 - A	Lennar Corp. *LEN*	526057104			02/15/08		3,800
	1 Elect Directors		For	Withhold		Mgmt	
	2 Ratify Auditors		For	For		Mgmt	
	3 Declassify the Board of Directors		For	For		Mgmt	
	4 Pay For Superior Performance		Against	For		ShrHoldr	
	5 Establish a Compliance Committee		Against	For		ShrHoldr	
	<i>Support this proposal.</i>						
05/19/08 - A	Limited Brands *LTD*	532716107			03/26/08		12,600
	1 Elect Directors		For	Withhold		Mgmt	
	1.1 Elect Director Donna A. James --- Withhold						
	<i>Non-responsive board.</i>						
	1.2 Elect Director Jeffrey H. Miro --- Withhold						
	<i>Non-responsive board.</i>						
	1.3 Elect Director Jeffrey B. Swartz --- Withhold						
	<i>Non-responsive board.</i>						
	1.4 Elect Director Raymond Zimmerman --- Withhold						
	<i>Non-responsive board.</i>						
	2 Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
05/01/08 - A	Louisiana-Pacific Corp *LPX*	546347105			03/03/08		22,800
	1 Elect Directors		For	For		Mgmt	
	1.1 Elect Director E. Gary Cook --- For						
	<i>No issues found.</i>						
	1.2 Elect Director Kurt M. Landgraf --- For						
	<i>No issues found.</i>						
	2 Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
05/30/08 - A	Lowe's Companies, Inc. *LOW*	548661107			03/28/08		3,800
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director Robert A. Ingram ---						

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	Withhold <i>Director sits on more than four boards of publicly traded companies.</i>						
1.2	Elect Director Robert J. Johnson --- For <i>No issues found.</i>						
1.3	Elect Director Richard K. Lochridge --- For <i>No issues found.</i>						
2	Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
3	Declassify the Board of Directors <i>We support proposals to declassify the board.</i>		For	For		Mgmt	
4	Reduce Supermajority Vote Requirement <i>We believe that supermajority provisions violate the principle that a simple majority of voting shares should be all that is necessary to effect change regarding a company and its corporate governance provisions.</i>		Against	For		ShrHoldr	
5	Pay For Superior Performance <i>We support this proposal.</i>		Against	For		ShrHoldr	
05/15/08 - A	Marsh & McLennan Companies, Inc. *MMC*	571748102			03/20/08		7,000
1	Elect Director Stephen R. Hardis <i>Director sits on more than four boards of publicly traded companies.</i>		For	Against		Mgmt	
2	Elect Director The Rt. Hon. Lord Lang of Monkton, DL <i>No issues found.</i>		For	For		Mgmt	
3	Elect Director Morton O. Schapiro <i>No issues found.</i>		For	For		Mgmt	
4	Elect Director Adele Simmons <i>No issues found.</i>		For	For		Mgmt	
5	Elect Director Brian Duperreault <i>No issues found.</i>		For	For		Mgmt	
6	Elect Director Bruce P. Nolop <i>No issues found.</i>		For	For		Mgmt	
7	Ratify Auditors <i>Less than 25 percent of the total audit fees paid</i>		For	For		Mgmt	

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	<i>were for non-audit work.</i>						
8	Declassify the Board of Directors <i>We support proposals to declassify the board.</i>		For	For		Mgmt	
9	Report on Political Contributions <i>We support this proposal.</i>		Against	For		ShrHoldr	
04/24/08 - A	Merrill Lynch & Co., Inc. *MER*	590188108			02/26/08		4,800
1	Elect Director Carol T. Christ <i>No issues found</i>		For	For		Mgmt	
2	Elect Director Armando M. Codina <i>No issues found</i>		For	For		Mgmt	
3	Elect Director Judith Mayhew Jonas <i>No issues found</i>		For	For		Mgmt	
4	Elect Director John A. Thain <i>Chairman is not independent.</i>		For	Against		Mgmt	
5	Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
6	Provide for Cumulative Voting <i>We believe that cumulative voting is an important tool in the protection of shareholders' rights. Given recent discussions regarding shareholders' ability to elect directors to corporate boards, and in light of the corporate scandals of the past few years, we believe that investors should support initiatives that seek to permit shareholders to elect directors to the board. As cumulative voting represents one such avenue, we believe that it should be supported.</i>		Against	For		ShrHoldr	
7	Compensation- Miscellaneous Company Specific--Prohibiting Executive Officer Stock Sales during Buyback <i>We support this proposal.</i>		Against	For		ShrHoldr	
8	Advisory Vote to Ratify Named Executive Officers' Compensation <i>We support this proposal.</i>		Against	For		ShrHoldr	
9	Adopt Employment Contract <i>We support this proposal.</i>		Against	For		ShrHoldr	

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05/07/08 - A	Mirant Corp *MIR.XA*	60467R100			03/10/08		5,400
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director Thomas W. Cason --- For						
	<i>No issues found.</i>						
	1.2 Elect Director A.D. (Pete) Correll --- Withhold						
	<i>Lack of board diversity.</i>						
	1.3 Elect Director Terry G. Dallas --- Withhold						
	<i>Lack of board diversity.</i>						
	1.4 Elect Director Thomas H. Johnson --- Withhold						
	<i>Director sits on more than four boards of publicly traded companies.</i>						
	1.5 Elect Director John T. Miller --- For						
	<i>No issues found.</i>						
	1.6 Elect Director Edward R. Muller --- Withhold						
	<i>Chairman is not independent.</i>						
	1.7 Elect Director Robert C. Murray --- For						
	<i>No issues found.</i>						
	1.8 Elect Director John M. Quain --- Withhold						
	<i>Lack of board diversity.</i>						
	1.9 Elect Director William L. Thacker --- For						
	<i>No issues found.</i>						
	2 Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
04/08/08 - A	Morgan Stanley *MS*	617446448			02/08/08		4,400
	1 Elect Director Roy J. Bostock		For	For		Mgmt	
	2 Elect Director Erskine B. Bowles		For	For		Mgmt	
	3 Elect Director Howard J. Davies		For	For		Mgmt	
	4 Elect Director C. Robert Kidder		For	For		Mgmt	
	5 Elect Director John J. Mack		For	Against		Mgmt	
	<i>Chairman is not independent.</i>						

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Mtg Date/Type	Company/ Ballot Issues	Security	Mgmt Rec	Vote Cast	Record Date	Prpnt	Shares Voted
6	Elect Director Donald T. Nicolaisen		For	For		Mgmt	
7	Elect Director Charles H. Noski		For	For		Mgmt	
8	Elect Director Hutham S. Olayan		For	For		Mgmt	
9	Elect Director Charles E. Phillips, Jr.		For	For		Mgmt	
10	Elect Director Griffith Sexton		For	For		Mgmt	
11	Elect Director Laura D. Tyson		For	For		Mgmt	
12	Ratify Auditors <i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, 2.13 percent of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditor's independence.</i>		For	For		Mgmt	
13	Eliminate Supermajority Vote Requirement <i>We support this proposal.</i>		For	For		Mgmt	
14	Approve Report of the Compensation Committee <i>We believe that the advisory vote would allow shareholders a voice in a company's executive compensation practices. The advisory vote would be a confidence vote on the work of the compensation committee and would encourage constructive dialogue between the committee and investors on any contentious pay issues.</i>		Against	For		ShrHoldr	
15	Report on Human Rights Investment Policies <i>We support this proposal.</i>		Against	For		ShrHoldr	
06/03/08 - A	Nabors Industries, Ltd. *NBR* This is a duplicate meeting for ballots received via the Broadridge North American Ballot distribution system.	G6359F103			04/04/08		6,100
1	Elect Directors		For	Split		Mgmt	

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Mtg Date/Type	Company/ Ballot Issues	Security	Mgmt Rec	Vote Cast	Record Date	Prpnt	Shares Voted
	1.1 Elect Director Anthony G. Petrello --- For <i>No issues found.</i>						
	1.2 Elect Director Myron M. Sheinfeld --- Withhold <i>Director sits on the Nominating Committee and there is no diversity on the board.</i>						
	1.3 Elect Director Martin J. Whitman --- Withhold <i>Director sits on the Nominating Committee and there is no diversity on the board.</i>						
	2 Ratify Auditors <i>Less than 25 percent of the total fees paid to the auditor were attributable to non-audit work.</i>		For	For		Mgmt	
	3 SHAREHOLDER PROPOSAL TO ADOPT A PAY FOR SUPERIOR PERFORMANCE STANDARD IN THE COMPANY S EXECUTIVE COMPENSATION PLAN FOR SENIOR EXECUTIVES. <i>We support this proposal.</i>		Against	For		ShrHoldr	
	4 SHAREHOLDER PROPOSAL REGARDING GROSS-UP PAYMENTS TO SENIOR EXECUTIVES. <i>We support this proposal.</i>		Against	For		ShrHoldr	
04/23/08 - A	Newmont Mining Corp. *NEM*	651639106			02/22/08		3,100
	1 Elect Directors		For	For		Mgmt	
	1.1 Elect Director Glen A. Barton --- For						
	1.2 Elect Director Vincent A. Calarco --- For						
	1.3 Elect Director Joseph A. Carrabba --- For						
	1.4 Elect Director Noreen Doyle --- For						
	1.5 Elect Director Veronica M. Hagen --- For						
	1.6 Elect Director Michael S. Hamson --- For						

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Mtg Date/Type	Company/ Ballot Issues	Security	Mgmt Rec	Vote Cast	Record Date	Prpnt	Shares Voted
1.7	Elect Director Robert J. Miller ---			For			
1.8	Elect Director Richard T. O'Brien ---			For			
1.9	Elect Director John B. Prescott ---			For			
1.10	Elect Director Donald C. Roth ---			For			
1.11	Elect Director James V. Taranik ---			For			
2	Ratify Auditors <i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, less than one percent of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditors independence.</i>		For	For		Mgmt	
3	Require a Majority Vote for the Election of Directors <i>We believe that director accountability is the hallmark of good governance. The board election process must ensure that shareholders' expressions of dissatisfaction with the performance of directors have meaningful consequences. A majority vote standard transforms the director election process from a symbolic gesture to a meaningful voice for shareholders.</i>		Against	For		ShrHoldr	
4	Require Independent Board Chairman <i>Since approval of this proposal will ensure the independence of the chairman of the board, we support this proposal.</i>		Against	For		ShrHoldr	
05/08/08 - A	Nokia Corp. Meeting for ADR Holders	654902204			03/10/08		4,800
1	APPROVAL OF THE ANNUAL ACCOUNTS		For	For		Mgmt	
2	APPROVAL OF THE DISTRIBUTION OF THE PROFIT FOR THE YEAR, PAYMENT OF DIVIDEND		For	For		Mgmt	
3	APPROVAL OF THE DISCHARGE OF THE CHAIRMAN, THE MEMBERS OF		For	Against		Mgmt	

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Mtg Date/Type	Company/ Ballot Issues	Security	Mgmt Rec	Vote Cast	Record Date	Prpnt	Shares Voted
	THE BOARD OF DIRECTORS, AND THE PRESIDENT, FROM LIABILITY APPROVAL OF THE REMUNERATION TO THE MEMBERS OF THE BOARD OF DIRECTORS		For	For		Mgmt	
	APPROVAL OF THE NUMBER OF THE MEMBERS OF THE BOARD OF DIRECTORS		For	For		Mgmt	
	Elect Directors		For	Split		Mgmt	
6.1	Elect Director Georg Ehrnrooth --- Against						
6.2	Elect Director Lalita D. Gupte --- Against						
6.3	Elect Director Bengt Holmstrom ---	For					
6.4	Elect Director Henning Kagermann --- Against						
6.5	Elect Director Olli-Pekka Kallasvuo --- For						
6.6	Elect Director Per Karlsson ---	For					
6.7	Elect Director Jorma Ollila ---	For					
6.8	Elect Director Marjorie Scardino --- Against						
6.9	Elect Director Risto Siilasmaa ---	For					
6.10	Elect Director Keijo Suila ---	Against					
7	APPROVAL OF THE AUDITOR REMUNERATION		For	Against		Mgmt	
8	APPROVAL OF THE RE-ELECTION OF PRICEWATERHOUSECOOPERS OY AS THE AUDITORS FOR FISCAL YEAR 2008		For	Against		Mgmt	
9	APPROVAL OF THE AUTHORIZATION TO THE BOARD OF DIRECTORS TO RESOLVE TO REPURCHASE NOKIA SHARES		For	For		Mgmt	
10	MARK THE FOR BOX IF YOU WISH TO INSTRUCT NOKIA'S LEGAL COUNSELS TO VOTE IN THEIR DISCRETION ON YOUR BEHALF ONLY UPON ITEM 10		None	Against		Mgmt	
05/06/08 - A	O'Reilly Automotive, Inc. *ORLY*	686091109			02/28/08		4,800
	1 Elect Directors		For	Split		Mgmt	
1.1	Elect Director David E. O'Reilly --- Withhold						
	<i>Less than two-thirds of the board is independent. Chairman is not independent.</i>						
1.2	Elect Director Jay D. Burchfield ---	For					

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Mtg Date/Type	Company/ Ballot Issues	Security	Mgmt Rec	Vote Cast	Record Date	Prpnt	Shares Voted
	<i>No issues found.</i>						
1.3	Elect Director Paul R. Lederer --- For						
	<i>No issues found.</i>						
2	Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
04/22/08 - A	PerkinElmer, Inc. *PKI*	714046109			02/25/08		6,900
1	Elect Director Robert F. Friel		For	For		Mgmt	
2	Elect Director Nicholas A. Lopardo		For	For		Mgmt	
3	Elect Director Alexis P. Michas		For	For		Mgmt	
4	Elect Director James C. Mullen		For	For		Mgmt	
5	Elect Director Vicki L. Sato		For	For		Mgmt	
6	Elect Director Gabriel Schmergel		For	For		Mgmt	
7	Elect Director Kenton J. Sicchitano		For	For		Mgmt	
8	Elect Director Patrick J. Sullivan		For	For		Mgmt	
9	Elect Director Gregory L. Summe		For	Against		Mgmt	
	<i>Chairman is not independent.</i>						
10	Elect Director G. Robert Tod		For	For		Mgmt	
11	Ratify Auditors		For	For		Mgmt	
	<i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, 24.56 percent of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditors independence.</i>						
04/24/08 - A	Pfizer Inc. *PFE*	717081103			02/28/08		12,100
1	Elect Director Dennis A. Ausiello		For	For		Mgmt	
	<i>No issues found.</i>						

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2	Elect Director Michael S. Brown <i>No issues found.</i>		For	For		Mgmt	
3	Elect Director M. Anthony Burns <i>No issues found.</i>		For	For		Mgmt	
4	Elect Director Robert N. Burt <i>No issues found.</i>		For	For		Mgmt	
5	Elect Director W. Don Cornwell <i>No issues found.</i>		For	For		Mgmt	
6	Elect Director William H. Gray, III <i>Director sits on more than four boards of publicly traded companies.</i>		For	Against		Mgmt	
7	Elect Director Constance J. Horner <i>No issues found.</i>		For	For		Mgmt	
8	Elect Director William R. Howell <i>No issues found.</i>		For	For		Mgmt	
9	Elect Director James M. Kilts <i>No issues found.</i>		For	For		Mgmt	
10	Elect Director Jeffrey B. Kindler <i>Chairman is not independent.</i>		For	Against		Mgmt	
11	Elect Director George A. Lorch <i>No issues found.</i>		For	For		Mgmt	
12	Elect Director Dana G. Mead <i>No issues found.</i>		For	For		Mgmt	
13	Elect Director Suzanne Nora Johnson <i>No issues found.</i>		For	For		Mgmt	
14	Elect Director William C. Steere, Jr. <i>No issues found.</i>		For	For		Mgmt	
15	Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
16	Prohibit Executive Stock-Based Awards <i>We support this proposal.</i>		Against	For		ShrHoldr	
17	Require Independent Board Chairman <i>Since approval of this proposal will ensure the independence of the chairman of the board, we support this proposal.</i>		Against	For		ShrHoldr	

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04/22/08 - A	PNC Financial Services Group, Inc. *PNC*	693475105			02/29/08		3,100
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director Richard O. Berndt --- For						
	<i>No issues found.</i>						
	1.2 Elect Director Charles E. Bunch --- Withhold						
	<i>Director is an outside CEO and sits on the Compensation Committee.</i>						
	1.3 Elect Director Paul W. Chellgren --- For						
	<i>No issues found.</i>						
	1.4 Elect Director Robert N. Clay --- For						
	<i>No issues found.</i>						
	1.5 Elect Director George A. Davidson, Jr. - -- For						
	<i>No issues found.</i>						
	1.6 Elect Director Kay Coles James --- For						
	<i>No issues found.</i>						
	1.7 Elect Director Richard B. Kelson --- For						
	<i>No issues found.</i>						
	1.8 Elect Director Bruce C. Lindsay --- For						
	<i>No issues found.</i>						
	1.9 Elect Director Anthony A. Massaro --- For						
	<i>No issues found.</i>						
	1.10 Elect Director Jane G. Pepper --- For						
	<i>No issues found.</i>						
	1.11 Elect Director James E. Rohr --- Withhold						
	<i>Chairman is not independent.</i>						
	1.12 Elect Director Donald J. Shepard --- For						
	<i>No issues found.</i>						
	1.13 Elect Director Lorene K. Steffes --- For						
	<i>No issues found.</i>						
	1.14 Elect Director Dennis F. Strigl --- For						
	<i>No issues found.</i>						
	1.15 Elect Director Stephen G. Thieke --- For						
	<i>No issues found.</i>						

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Mtg Date/Type	Company/ Ballot Issues	Security	Mgmt Rec	Vote Cast	Record Date	Prpnt	Shares Voted
	1.16 Elect Director Thomas J. Usher --- <i>No issues found.</i>						
	1.17 Elect Director George H. Walls, Jr. --- For <i>No issues found.</i>						
	1.18 Elect Director Helge H. Wehmeier --- For <i>No issues found.</i>						
	2 Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
05/15/08 - A	Pulte Homes Inc. *PHM* 745867101				03/18/08		6,100
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director Richard G. Wolford --- For <i>No issues found.</i>						
	1.2 Elect Director Cheryl W. Grise --- For <i>No issues found.</i>						
	1.3 Elect Director William B. Smith --- Withhold <i>Director has failed to act on a shareholder proposal that has received approval of the majority of shares cast.</i>						
	1.4 Elect Director Brian P. Anderson --- Withhold <i>Director has failed to act on a shareholder proposal that has received approval of the majority of shares cast.</i>						
	1.5 Elect Director Patrick J. O'Leary --- Withhold <i>Director has failed to act on a shareholder proposal that has received approval of the majority of shares cast.</i>						
	2 Approve Executive Incentive Bonus Plan <i>We support the incentive compensation plan to allow the company to preserve the financial benefits of the Section 162(m) tax deduction.</i>		For	For		Mgmt	
	3 Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	

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Mtg Date/Type	Company/ Ballot Issues	Security	Mgmt Rec	Vote Cast	Record Date	Prpnt	Shares Voted
	4	Require a Majority Vote for the Election of Directors <i>In this case, the shareholder proposal allows for a return to the plurality-vote standard in a contested election. While we note that the company's director resignation policy is a move in the right direction, we advocate that a majority vote standard such as the one proposed, coupled with a director-resignation policy, would give full effect to the shareholder franchise.</i>	Against	For		ShrHoldr	
	5	Declassify the Board of Directors <i>The ability to elect directors is the single most important use of the shareholder franchise, and all directors should be accountable on an annual basis. A classified board can entrench management and effectively preclude most takeover bids or proxy contests. Board classification forces dissidents and would-be acquirers to negotiate with the incumbent board, which has the authority to decide on offers without a shareholder vote.</i>	Against	For		ShrHoldr	
	6	Performance-Based Awards <i>We support this proposal.</i>	Against	For		ShrHoldr	
	7	Advisory Vote to Ratify Named Executive Officers' Compensation <i>We support this proposal.</i>	Against	For		ShrHoldr	
	8	Report on Climate Change Policies <i>We support this proposal.</i>	Against	For		ShrHoldr	
	9	Establish a Compliance Committee <i>We support this proposal.</i>	Against	For		ShrHoldr	
05/16/08 - A	Quest Diagnostics Incorporated *DGX*	74834L100			03/18/08		4,300
	1	Elect Directors	For	For		Mgmt	
	1.1	Elect Director William F. Buehler --- For <i>No issues found.</i>					
	1.2	Elect Director Rosanne Haggerty --- For <i>No issues found.</i>					
	1.3	Elect Director Daniel C. Stanzione --- For <i>No issues found.</i>					
	2	Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>	For	For		Mgmt	

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05/14/08 - A	Safeway Inc. *SWY*	786514208			03/17/08		5,800
1	Elect Director Steven A. Burd <i>Chairman is not independent.</i>		For	Against		Mgmt	
2	Elect Director Janet E. Grove <i>No issues found.</i>		For	For		Mgmt	
3	Elect Director Mohan Gyani <i>Director sits on more than four boards of publicly traded companies.</i>		For	Against		Mgmt	
4	Elect Director Paul Hazen <i>No issues found.</i>		For	For		Mgmt	
5	Elect Director Frank C. Herringer <i>No issues found.</i>		For	For		Mgmt	
6	Elect Director Robert I. MacDonnell <i>No issues found.</i>		For	For		Mgmt	
7	Elect Director Douglas J. MacKenzie <i>No issues found.</i>		For	For		Mgmt	
8	Elect Director Kenneth W. Oder <i>No issues found.</i>		For	For		Mgmt	
9	Elect Director Rebecca A. Stirn <i>No issues found.</i>		For	For		Mgmt	
10	Elect Director William Y. Tauscher <i>No issues found.</i>		For	For		Mgmt	
11	Elect Director Raymond G. Viault <i>No issues found.</i>		For	For		Mgmt	
12	Ratify Auditors <i>Greater than 25 percent of the total audit fees paid were for non-audit work.</i>		For	Against		Mgmt	
13	Provide for Cumulative Voting <i>We believe that cumulative voting is an important tool in the protection of shareholders' rights. Given recent discussions regarding shareholders' ability to elect directors to corporate boards, and in light of the corporate scandals of the past few years, we believe that investors should support initiatives that seek to permit shareholders to elect directors to the board. As cumulative voting represents one such avenue, we believe that it should be supported.</i>		Against	For		ShrHoldr	
14	Submit SERP to Shareholder Vote <i>We support this proposal.</i>		Against	For		ShrHoldr	
15	Adopt Policy on 10b5-1 Plans		Against	For		ShrHoldr	

Mgmt Rec - Company Management Recommended Vote

* - Exception Vote

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We support this proposal.

05/20/08 - A	SEI Investment Company *SEIC*	784117103			03/25/08		5,500
	1 Elect Directors		For	For		Mgmt	
	1.1 Elect Director Sarah W. Blumenstein --- For						
	<i>No issues found.</i>						
	1.2 Elect Director Kathryn M. McCarthy --- For						
	<i>No issues found.</i>						
	1.3 Elect Director Henry H. Porter, Jr. --- For						
	<i>No issues found.</i>						
	2 Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						

05/21/08 - A	Southwest Airlines Co. *LUV*	844741108			03/25/08		48,300
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director David W. Biegler --- Withhold						
	<i>Director sits on more than four boards of publicly traded companies.</i>						
	1.2 Elect Director Louis E. Caldera --- For						
	<i>No issues found.</i>						
	1.3 Elect Director C. Webb Crockett --- Withhold						
	<i>Less than two-thirds of the board is independent. Director is non-independent and sits on a key committee.</i>						
	1.4 Elect Director William H. Cunningham -- - Withhold						
	<i>Director sits on more than four boards of publicly traded companies.</i>						
	1.5 Elect Director Travis C. Johnson --- For						
	<i>No issues found.</i>						
	1.6 Elect Director Gary C. Kelly --- Withhold						
	<i>Less than two-thirds of the board is independent.</i>						

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Mtg Date/Type	Company/ Ballot Issues	Security	Mgmt Rec	Vote Cast	Record Date	Prpnt	Shares Voted
	1.7 Elect Director Nancy B. Loeffler --- Withhold <i>Less than two-thirds of the board is independent.</i>						
	1.8 Elect Director John T. Montford --- For <i>No issues found.</i>						
	2 Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
	3 Require a Majority Vote for the Election of Directors <i>Because the proposal calls for a majority voting standard for uncontested elections and a plurality voting standard for contested elections, we support the proposal.</i>		Against	For		ShrHoldr	
	4 Establish a Compensation Committee <i>We believe that this proposal warrants shareholder support.</i>		Against	For		ShrHoldr	
	5 Prepare Sustainability Report <i>We support this proposal.</i>		Against	For		ShrHoldr	
05/08/08 - A	Tenet Healthcare Corp. *THC*	88033G100			03/17/08		26,000
	1 Elect Directors		For	Split		Mgmt	
	1.1 Elect Director John Ellis "Jeb" Bush --- For <i>No issues found.</i>						
	1.2 Elect Director Trevor Fetter --- For <i>No issues found.</i>						
	1.3 Elect Director Brenda J. Gaines --- For <i>No issues found.</i>						
	1.4 Elect Director Karen M. Garrison --- For <i>No issues found.</i>						
	1.5 Elect Director Edward A. Kangas --- Withhold <i>Director sits on more than four boards of publicly traded companies.</i>						
	1.6 Elect Director J. Robert Kerrey --- For <i>No issues found.</i>						
	1.7 Elect Director Floyd D. Loop --- For <i>No issues found.</i>						

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Mtg Date/Type	Company/ Ballot Issues	Security	Mgmt Rec	Vote Cast	Record Date	Prpnt	Shares Voted
1.8	Elect Director Richard R. Pettingill --- For <i>No issues found.</i>						
1.9	Elect Director James A. Unruh --- For <i>No issues found.</i>						
1.10	Elect Director J. McDonald Williams --- For <i>No issues found.</i>						
2	Approve Omnibus Stock Plan <i>Dilution exceeds five percent. Burn rate exceeds two percent. Options could vest immediately.</i>		For	Against		Mgmt	
3	Amend Qualified Employee Stock Purchase Plan <i>We approve this item because the plan complies with Section 423 of the Internal Revenue Code, the number of shares being added is relatively conservative, the offering period is reasonable, and there are limitations on participation.</i>		For	For		Mgmt	
4	Eliminate Supermajority Vote Requirement <i>We support any reduction of a company's voting requirements, even if the change is simply a lower supermajority.</i>		For	For		Mgmt	
5	Advisory Vote to Ratify Named Executive Officers' Compensation <i>We support this proposal.</i>		Against	For		ShrHoldr	
6	Pay For Superior Performance <i>We support this proposal.</i>		Against	For		ShrHoldr	
7	Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
03/18/08 - A	The Cooper Companies, Inc. 216648402 *COO*				02/04/08		4,700
1	Elect Directors		For	Withhold		Mgmt	
1.1	Elect Director A. Thomas Bender --- Withhold <i>Director adopted or renewed a poison pill without shareholder approval. Chairman is not independent.</i>						
1.2	Elect Director Michael H. Kalkstein --- Withhold <i>Director adopted or renewed a poison pill without</i>						

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	<i>shareholder approval.</i>						
1.3	Elect Director Jody S. Lindell --- Withhold						
	<i>Director adopted or renewed a poison pill without shareholder approval.</i>						
1.4	Elect Director Moses Marx --- Withhold						
	<i>Director adopted or renewed a poison pill without shareholder approval.</i>						
1.5	Elect Director Donald Press --- Withhold						
	<i>Director adopted or renewed a poison pill without shareholder approval.</i>						
1.6	Elect Director Steven Rosenberg --- Withhold						
	<i>Director adopted or renewed a poison pill without shareholder approval.</i>						
1.7	Elect Director A.E. Rubenstein --- Withhold						
	<i>Director adopted or renewed a poison pill without shareholder approval.</i>						
1.8	Elect Director Robert S. Weiss --- Withhold						
	<i>Director adopted or renewed a poison pill without shareholder approval.</i>						
1.9	Elect Director Stanley Zinberg --- Withhold						
	<i>Director adopted or renewed a poison pill without shareholder approval.</i>						
2	Ratify Auditors		For	For		Mgmt	
	<i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, less than one percent of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditor's independence.</i>						
05/15/08 - A	The Dow Chemical Company	260543103			03/17/08		4,100
	DOW						
1	Elect Directors		For	Split		Mgmt	
1.1	Elect Director Arnold A. Allemang --- For						
	<i>No issues found.</i>						
1.2	Elect Director Jacqueline K. Barton ---						

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	For						
	<i>No issues found.</i>						
1.3	Elect Director James A. Bell --- For						
	<i>No issues found.</i>						
1.4	Elect Director Jeff M. Fettig --- For						
	<i>No issues found.</i>						
1.5	Elect Director Barbara H. Franklin --- For						
	<i>No issues found.</i>						
1.6	Elect Director John B. Hess --- Withhold						
	<i>Director is an outside CEO and sits on the Compensation Committee.</i>						
1.7	Elect Director Andrew N. Liveris --- Withhold						
	<i>Chairman is not independent.</i>						
1.8	Elect Director Geoffery E. Merszei --- For						
	<i>No issues found.</i>						
1.9	Elect Director Dennis H. Reilley --- For						
	<i>No issues found.</i>						
1.10	Elect Director James M. Ringler --- Withhold						
	<i>Director sits on more than four boards of publicly traded companies.</i>						
1.11	Elect Director Ruth G. Shaw --- For						
	<i>No issues found.</i>						
1.12	Elect Director Paul G. Stern --- For						
	<i>No issues found.</i>						
2	Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
3	Report on Potential Links Between Company Products and Asthma		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
4	Report on Environmental Remediation in Midland Area		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
5	Report on Genetically Engineered Seed		Against	For		ShrHoldr	
	<i>We support this proposal.</i>						
6	Pay For Superior Performance		Against	For		ShrHoldr	

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<i>We support this proposal.</i>							
04/10/08 - A	The Goldman Sachs Group, Inc. *GS*	38141G104			02/11/08		600
1	Elect Directors Lloyd C. Blankfein <i>Chairman is not independent.</i>		For	Against		Mgmt	
2	Elect Directors John H. Bryan		For	For		Mgmt	
3	Elect Directors Gary D. Cohn		For	For		Mgmt	
4	Elect Directors Claes Dahlback		For	For		Mgmt	
5	Elect Directors Stephen Friedman		For	For		Mgmt	
6	Elect Directors William W. George		For	For		Mgmt	
7	Elect Directors Rajat K. Gupta		For	For		Mgmt	
8	Elect Directors James A. Johnson <i>Director sits on more than four boards of publicly traded companies.</i>		For	Against		Mgmt	
9	Elect Directors Lois D. Juliber		For	For		Mgmt	
10	Elect Directors Edward M. Liddy		For	For		Mgmt	
11	Elect Directors Ruth J. Simmons		For	For		Mgmt	
12	Elect Directors Jon Winkelried		For	For		Mgmt	
13	Ratify Auditors <i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, 4.22 percent of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditors independence.</i>		For	For		Mgmt	
14	Prohibit Executive Stock-Based Awards <i>We support this proposal.</i>		Against	For		ShrHoldr	
15	Advisory Vote to Ratify Named Executive Officers' Compensation <i>We support this proposal.</i>		Against	For		ShrHoldr	
16	Prepare Sustainability Report		Against	Against		ShrHoldr	

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We do not support this proposal.

03/06/08 - A	The Walt Disney Company *DIS*	254687106			01/07/08		3,200
	1 Elect Director Susan E. Arnold		For	For		Mgmt	
	2 Elect Director John E. Bryson		For	For		Mgmt	
	3 Elect Director John S. Chen		For	Against		Mgmt	
	<i>Director is an outside CEO and sits on the Compensation Committee.</i>						
	4 Elect Director Judith L. Estrin		For	For		Mgmt	
	5 Elect Director Robert A. Iger		For	For		Mgmt	
	6 Elect Director Steven P. Jobs		For	Against		Mgmt	
	<i>Director attended less than 75 percent of committee meetings without a valid excuse.</i>						
	7 Elect Director Fred H. Langhammer		For	For		Mgmt	
	8 Elect Director Aylwin B. Lewis		For	Against		Mgmt	
	<i>Director is an outside CEO and sits on the Compensation Committee.</i>						
	9 Elect Director Monica C. Lozano		For	For		Mgmt	
	10 Elect Director Robert W. Matschullat		For	For		Mgmt	
	11 Elect Director John E. Pepper, Jr.		For	For		Mgmt	
	12 Elect Director Orin C. Smith		For	For		Mgmt	
	13 Ratify Auditors		For	For		Mgmt	
	<i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, 14.16 percent of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditor's independence.</i>						
	14 Amend Omnibus Stock Plan		For	Against		Mgmt	
	<i>Dilution exceeds five percent. Burn rate exceeds two percent. Options could vest immediately.</i>						
	15 Amend Executive Incentive Bonus Plan		For	Against		Mgmt	
	<i>Upon shareholder approval a maximum bonus for the CEO of 50 percent of the aggregate amount, a maximum bonus for each of the CFO and the general counsel of 15 percent of the aggregate amount, and a maximum bonus for each of the other officers subject to the plan of 10 percent of the aggregate amount.</i>						

05/15/08 - A	The Williams Companies, Inc. *WMB*	969457100			03/24/08		3,200
	1 Elect Director Joseph R. Cleveland		For	For		Mgmt	

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	<i>No issues found.</i>						
2	Elect Director Juanita H. Hinshaw		For	For		Mgmt	
	<i>No issues found.</i>						
3	Elect Director Frank T. Macinnis		For	Against		Mgmt	
	<i>Director is an outside CEO and sits on the Compensation Committee.</i>						
4	Elect Director Steven J. Malcolm		For	Against		Mgmt	
	<i>Chairman is not independent.</i>						
5	Elect Director Janice D. Stoney		For	For		Mgmt	
	<i>No issues found.</i>						
6	Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
04/17/08 - A	TIBCO Software, Inc. *TIBX*	88632Q103			02/19/08		18,000
1	Elect Directors		For	Split		Mgmt	
1.1	Elect Director Vivek Y. Ranadive --- Withhold						
	<i>Chairman is not independent.</i>						
1.2	Elect Director Bernard J. Bourigeaud --- Withhold						
	<i>Director attended less than 75 percent of committee meetings without a valid excuse.</i>						
1.3	Elect Director Eric C.W. Dunn ---		For				
1.4	Elect Director Narendra K. Gupta ---		For				
1.5	Elect Director Peter J. Job ---		For				
1.6	Elect Director Philip K. Wood ---		For				
2	Ratify Auditors		For	For		Mgmt	
	<i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, 20.42 percent of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditors independence.</i>						
3	Approve Omnibus Stock Plan		For	Against		Mgmt	

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	<i>Dilution exceeds five percent. Burn rate exceeds two percent. Options could vest immediately.</i>						
4	Approve Qualified Employee Stock Purchase Plan		For	For		Mgmt	
	<i>We approve of this plan because it complies with Section 423 of the Internal Revenue Code, the number of shares being reserved is relatively conservative, the offering period is reasonable, and there are limits on participation.</i>						
05/16/08 - A	Time Warner Inc *TWX*	887317105			03/21/08		25,800
1	Elect Director James L. Barksdale		For	For		Mgmt	
	<i>No issues found.</i>						
2	Elect Director Jeffrey L. Bewkes		For	For		Mgmt	
	<i>No issues found.</i>						
3	Elect Director Stephen F. Bollenbach		For	Against		Mgmt	
	<i>Director sits on more than four boards of publicly traded companies.</i>						
4	Elect Director Frank J. Caufield		For	For		Mgmt	
	<i>No issues found.</i>						
5	Elect Director Robert C. Clark		For	For		Mgmt	
	<i>No issues found.</i>						
6	Elect Director Mathias Dopfner		For	Against		Mgmt	
	<i>Director is an outside CEO and sits on the Compensation Committee.</i>						
7	Elect Director Jessica P. Einhorn		For	For		Mgmt	
	<i>No issues found.</i>						
8	Elect Director Reuben Mark		For	For		Mgmt	
	<i>No issues found.</i>						
9	Elect Director Michael A. Miles		For	For		Mgmt	
	<i>No issues found.</i>						
10	Elect Director Kenneth J. Novack		For	For		Mgmt	
	<i>No issues found.</i>						
11	Elect Director Richard D. Parsons		For	Against		Mgmt	
	<i>Chairman is not independent.</i>						
12	Elect Director Deborah C. Wright		For	Against		Mgmt	
	<i>Director is an outside CEO and sits on the Compensation Committee.</i>						
13	Eliminate Supermajority Vote Requirement		For	For		Mgmt	

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	<i>We support any reduction of a company's voting requirements, even if the change is simply a lower supermajority.</i>						
	14 Amend Executive Incentive Bonus Plan		For	For		Mgmt	
	<i>No issues found.</i>						
	15 Ratify Auditors		For	For		Mgmt	
	<i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>						
	16 Require Independent Board Chairman		Against	For		ShrHoldr	
	<i>Since approval of this proposal will ensure the independence of the chairman of the board, we support this proposal.</i>						
03/12/08 - A	Toll Brothers, Inc. *TOL*	889478103			01/15/08		2,600
	1 Elect Directors		For	Withhold		Mgmt	
	1.1 Elect Director Robert I. Toll --- Withhold						
	<i>Less than two-thirds of the board is independent. Director adopted or renewed a poison pill without shareholder approval. Chairman is not independent.</i>						
	1.2 Elect Director Bruce E. Toll --- Withhold						
	<i>Less than two-thirds of the board is independent. Director adopted or renewed a poison pill without shareholder approval.</i>						
	1.3 Elect Director Joel H. Rassman --- Withhold						
	<i>Less than two-thirds of the board is independent. Director adopted or renewed a poison pill without shareholder approval.</i>						
	2 Approve Executive Incentive Bonus Plan		For	Against		Mgmt	
	<i>The new Plan could continue to provide high or a minimum level of bonus payments despite lackluster or even negative financial performance.</i>						
	3 Amend Omnibus Stock Plan		For	Against		Mgmt	
	<i>Dilution exceeds five percent. Options could vest immediately.</i>						
	4 Amend Non-Employee Director Omnibus Stock Plan		For	For		Mgmt	
	<i>This amendment is not requesting for additional shares. Instead, the proposed amendments request for issuance of stock appreciation rights (SARs) and restricted stock units. SARs are similar to stock</i>						

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	<p><i>options. Restricted stock units are similar to restricted stock. We have captured the cost of such equity vehicles when the equity plan was first analyzed. We did not rely on the results of the compensation model when analyzing this amendment. Instead, we view the amendments cost neutral as the original plan already permitted stock options and restricted stock.</i></p>						
5	Approve Repricing of Options		For	Against		Mgmt	
	<p><i>Unvested stock options will continue with their original vesting schedule. We believe that a new vesting schedule should be imposed on these replacement options to prevent employees from quickly exercising them. Based on our concerns, we do not support the management proposal to conduct an option exchange program.</i></p>						
6	Ratify Auditors		For	For		Mgmt	
	<p><i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, 10.87 percent of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditors independence.</i></p>						
06/24/08 - A	Toyota Motor Corp. *7203*	892331307			03/28/08		4,000
	Meeting for ADR Holders						
1	Approve Allocation of Income, with a Final Dividend of JY 75		For	For		Mgmt	
	<i>No issues found.</i>						
2	Elect 30 Directors		For	Against		Mgmt	
	<i>Less than two-thirds of the board is independent.</i>						
3	Approve Stock Option Plan		For	Against		Mgmt	
	<i>Directors may participate in the plan.</i>						
4	Authorize Share Repurchase Program		For	For		Mgmt	
	<i>No issues found.</i>						
5	Approve Special Payments in Connection with Abolition of Retirement Bonus System		For	Against		Mgmt	
	<i>As we believe that making such payments to non-executives is a highly inappropriate practice anywhere, not just in Japan, we see no alternative but to oppose the whole item.</i>						
6	Approve Adjustment to Aggregate Compensation Ceiling for Statutory Auditors		For	Against		Mgmt	

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	<i>Individual compensation levels are not disclosed in Japan.</i>						
	7	Approve Payment of Annual Bonuses to Directors and Statutory Auditors	For	Against		Mgmt	
	<i>Individual compensation is not disclosed.</i>						
05/16/08 - A	Transocean Inc. *RIG*	G90073100			03/19/08		1,900
	This is a duplicate meeting for ballots received via the Broadridge North American ballot distribution system						
	1	ELECTION OF DIRECTOR: JON A. MARSHALL	For	For		Mgmt	
	<i>No issues found.</i>						
	2	ELECTION OF DIRECTOR: MARTIN B. MCNAMARA	For	For		Mgmt	
	<i>No issues found.</i>						
	3	ELECTION OF DIRECTOR: ROBERT E. ROSE	For	For		Mgmt	
	<i>No issues found.</i>						
	4	ELECTION OF DIRECTOR: IAN C. STRACHAN	For	For		Mgmt	
	<i>No issues found.</i>						
	5	APPROVAL OF THE APPOINTMENT OF ERNST & YOUNG LLP TO SERVE AS OUR INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM FOR 2008.	For	Against		Mgmt	
	<i>Non-audit fees paid to the auditor exceed 25 percent of total audit fees.</i>						
04/15/08 - A	U.S. Bancorp *USB*	902973304			02/25/08		9,100
	1	Elect Director Douglas M. Baker, Jr.	For	For		Mgmt	
	2	Elect Director Joel W. Johnson	For	For		Mgmt	
	3	Elect Director David B. O'Maley	For	For		Mgmt	
	4	Elect Director O'Dell M. Owens	For	For		Mgmt	
	5	Elect Director Craig D. Schnuck	For	For		Mgmt	
	6	Ratify Auditors	For	Against		Mgmt	
	<i>We recommend voting against ratification of the</i>						

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	<i>auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, 63.77 percent of the total fees paid to the auditor is attributable to non-audit work. This notably disproportionate fee arrangement could significantly impair the auditor's independence.</i>						
	7	Advisory Vote to Ratify Named Executive Officers' Compensation		Against For			ShrHoldr
		<i>We support this proposal.</i>					
	8	Require Independent Board Chairman		Against For			ShrHoldr
		<i>Since approval of this proposal will ensure the independence of the chairman of the board, we support this proposal.</i>					
05/08/08 - A	United Parcel Service, Inc. *UPS*	911312106			03/10/08		4,100
	1	Elect Directors		For Withhold			Mgmt
	1.1	Elect Director F. Duane Ackerman --- Withhold					
		<i>The company has a dual class capital structure.</i>					
	1.2	Elect Director Michael J. Burns --- Withhold					
	1.3	Elect Director D. Scott Davis --- Withhold					
		<i>Chairman is not independent.</i>					
	1.4	Elect Director Stuart E. Eizenstat --- Withhold					
	1.5	Elect Director Michael L. Eskew --- Withhold					
	1.6	Elect Director Ann M. Livermore --- Withhold					
	1.7	Elect Director Rudy Markham --- Withhold					
	1.8	Elect Director John W. Thompson --- Withhold					
		<i>Director is an outside CEO and sits on the Compensation Committee.</i>					
	1.9	Elect Director Carol B. Tome --- Withhold					
	1.10	Elect Director Ben Verwaayen --- Withhold					
	2	Ratify Auditors		For For			Mgmt
		<i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, 11.09 percent of the total fees paid to the auditor is</i>					

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attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditors independence.

04/22/08 - A	Wachovia Corp. *WB*	929903102			02/14/08		12,300
	1 Elect Director John D. Baker, II		For	For		Mgmt	
	2 Elect Director Peter C. Browning		For	Against		Mgmt	
	3 Elect Director John T. Casteen, III		For	For		Mgmt	
	4 Elect Director Jerry Gitt		For	For		Mgmt	
	5 Elect Director William H. Goodwin, Jr.		For	For		Mgmt	
	6 Elect Director Maryellen C. Herringer		For	For		Mgmt	
	7 Elect Director Robert A. Ingram		For	Against		Mgmt	
	8 Elect Director Donald M. James		For	For		Mgmt	
	9 Elect Director Mackey J. McDonald		For	For		Mgmt	
	10 Elect Director Joseph Neubauer		For	For		Mgmt	
	11 Elect Director Timothy D. Proctor		For	For		Mgmt	
	12 Elect Director Ernest S. Rady		For	For		Mgmt	
	13 Elect Director Van L. Richey		For	For		Mgmt	
	14 Elect Director Ruth G. Shaw		For	For		Mgmt	
	15 Elect Director Lanty L. Smith		For	For		Mgmt	
	16 Elect Director G. Kennedy Thompson		For	Against		Mgmt	
	17 Elect Director Dona Davis Young		For	For		Mgmt	
	18 Ratify Auditors		For	For		Mgmt	
	19 Advisory Vote to Ratify Named Executive Officers' Compensation		Against	For		ShrHoldr	
	20 Report on Political Contributions		Against	For		ShrHoldr	
	21 Require Two Candidates for Each Board Seat		Against	For		ShrHoldr	

06/06/08 - A	Wal-Mart Stores, Inc. *WMT*	931142103			04/10/08		11,400
	1 Elect Director Aida M. Alvarez		For	For		Mgmt	
	<i>No issues found.</i>						
	2 Elect Director James W. Breyer		For	For		Mgmt	
	<i>No issues found.</i>						
	3 Elect Director M. Michele Burns		For	Against		Mgmt	
	<i>Director is not independent and less than two-thirds of the board is independent.</i>						
	4 Elect Director James I. Cash, Jr.		For	Against		Mgmt	
	<i>Director sits on more than four boards of publicly traded companies.</i>						
	5 Elect Director Roger C. Corbett		For	For		Mgmt	
	<i>No issues found.</i>						
	6 Elect Director Douglas N. Daft		For	For		Mgmt	
	<i>No issues found.</i>						

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7	Elect Director David D. Glass <i>Director is not independent and less than two-thirds of the board is independent.</i>		For	Against		Mgmt	
8	Elect Director Gregory B. Penner <i>Director is not independent and less than two-thirds of the board is independent.</i>		For	Against		Mgmt	
9	Elect Director Allen I. Questrom <i>No issues found.</i>		For	For		Mgmt	
10	Elect Director H. Lee Scott, Jr. <i>Director is not independent and less than two-thirds of the board is independent.</i>		For	Against		Mgmt	
11	Elect Director Arne M. Sorenson <i>No issues found.</i>		For	For		Mgmt	
12	Elect Director Jim C. Walton <i>Director is not independent and less than two-thirds of the board is independent.</i>		For	Against		Mgmt	
13	Elect Director S. Robson Walton <i>Director is not independent and less than two-thirds of the board is independent. Chairman is not independent.</i>		For	Against		Mgmt	
14	Elect Director Christopher J. Williams <i>No issues found.</i>		For	For		Mgmt	
15	Elect Director Linda S. Wolf <i>No issues found.</i>		For	For		Mgmt	
16	Approve Executive Incentive Bonus Plan <i>We support the incentive compensation plan so that the company can preserve the financial benefits of the Section 162(m) tax deduction.</i>		For	For		Mgmt	
17	Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
18	Amend EEO Policy to Prohibit Discrimination based on Sexual Orientation and Gender Identity <i>We support this proposal.</i>		Against	For		ShrHoldr	
19	Pay For Superior Performance <i>We support this proposal.</i>		Against	For		ShrHoldr	
20	Claw-back of Payments under Restatements <i>We support this proposal.</i>		Against	For		ShrHoldr	
21	Amend Bylaws to Establish a Board		Against	For		ShrHoldr	

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	Committee on Human Rights <i>We support this proposal.</i>						
22	Advisory Vote to Ratify Named Executive Officers' Compensation <i>We support this proposal.</i>		Against	For		ShrHoldr	
23	Report on Political Contributions <i>We support this proposal.</i>		Against	For		ShrHoldr	
24	Report on Social and Reputation Impact of Failure to Comply with ILO Conventions <i>We support this proposal.</i>		Against	For		ShrHoldr	
25	Amend Articles/Bylaws/Charter -- Call Special Meetings <i>The proposal seeks to provide shareholders with the right to call special meetings, a right which shareholders are currently not afforded. We believe adoption of this proposal, and the resulting enhancement of shareholder rights, warrants shareholder approval.</i>		Against	For		ShrHoldr	
04/15/08 - A	Washington Mutual, Inc *WM*	939322103			02/29/08		8,800
1	Elect Director Stephen I. Chazen <i>No issues found.</i>		For	For		Mgmt	
2	Elect Director Stephen E. Frank <i>Director sits on the Compensation Committee and the company has poor compensation practices.</i>		For	Withhold		Mgmt	
3	Elect Director Kerry K. Killinger <i>Chairman is not independent.</i>		For	Withhold		Mgmt	
4	Elect Director Thomas C. Leppert <i>No issues found.</i>		For	For		Mgmt	
5	Elect Director Charles M. Lillis <i>Director sits on the Compensation Committee and the company has poor compensation practices.</i>		For	Withhold		Mgmt	
6	Elect Director Phillip D. Matthews <i>Director sits on the Compensation Committee and the company has poor compensation practices.</i>		For	Withhold		Mgmt	
7	Elect Director Regina T. Montoya <i>No issues found.</i>		For	For		Mgmt	
8	Elect Director Michael K. Murphy <i>No issues found.</i>		For	For		Mgmt	

Vote Summary Report
Jan 01, 2008 - Jun 30, 2008

Credential EnRich US Equity Pool

Mtg Date/Type	Company/ Ballot Issues	Security	Mgmt Rec	Vote Cast	Record Date	Prpnt	Shares Voted
9	Elect Director Margaret Osmer McQuade <i>Director sits on the Compensation Committee and the company has poor compensation practices.</i>		For	Withhold		Mgmt	
10	Elect Director Mary E. Pugh <i>Director sits on the Compensation Committee and the company has poor compensation practices.</i>		For	Withhold		Mgmt	
11	Elect Director William G. Reed, Jr. <i>No issues found.</i>		For	For		Mgmt	
12	Elect Director Orin C. Smith <i>No issues found.</i>		For	For		Mgmt	
13	Elect Director James H. Stever <i>Director sits on the Compensation Committee and the company has poor compensation practices.</i>		For	Withhold		Mgmt	
14	Ratify Auditors <i>Less than 25 percent of the total audit fees paid were for non-audit work.</i>		For	For		Mgmt	
15	Amend Qualified Employee Stock Purchase Plan <i>We approve of this plan because it complies with Section 423 of the Internal Revenue Code, the number of shares being reserved is relatively conservative, the offering period is reasonable, and there are limits on participation.</i>		For	For		Mgmt	
16	Require Independent Board Chairman <i>Since approval of this proposal will ensure the independence of the chairman of the board, we support this proposal.</i>		Against	For		ShrHoldr	
17	Require a Majority Vote for the Election of Directors <i>Director accountability is the hallmark of good governance. The board election process must ensure that shareholders' expressions of dissatisfaction with the performance of directors have meaningful consequences. A majority vote standard transforms the director election process from a symbolic gesture to a meaningful voice for shareholders.</i>		Against	For		ShrHoldr	
06/24/08 - S	Washington Mutual, Inc *WM*	939322103			04/15/08		8,800
1	Increase Authorized Common Stock		For	For		Mgmt	
2	Approve Conversion of Securities		For	For		Mgmt	

Vote Summary Report
Jan 01, 2008 - Jun 30, 2008

Credential EnRich US Equity Pool

Mtg Date/Type	Company/ Ballot Issues	Security	Mgmt Rec	Vote Cast	Record Date	Prpnt	Shares Voted
06/02/08 - A	Weatherford International Ltd *WFT*	G95089101			04/09/08		3,400
	This is a duplicate meeting for ballots received via the Broadridge North American Ballot distribution system.						
	1	ELECTION AS DIRECTOR: NICHOLAS F. BRADY	For	For		Mgmt	
		<i>No issues found.</i>					
	2	ELECTION AS DIRECTOR: WILLIAM E. MACAULAY	For	Against		Mgmt	
		<i>Director sits on the Nominating Committee and there is no diversity on the board.</i>					
	3	ELECTION AS DIRECTOR: DAVID J. BUTTERS	For	Against		Mgmt	
		<i>Director sits on the Nominating Committee and there is no diversity on the board.</i>					
	4	ELECTION AS DIRECTOR: ROBERT B. MILLARD	For	For		Mgmt	
		<i>No issues found.</i>					
	5	ELECTION AS DIRECTOR: BERNARD J. DUROC-DANNER	For	For		Mgmt	
		<i>No issues found.</i>					
	6	ELECTION AS DIRECTOR: ROBERT K. MOSES, JR.	For	For		Mgmt	
		<i>No issues found.</i>					
	7	ELECTION OF DIRECTOR: ROBERT A. RAYNE	For	For		Mgmt	
		<i>No issues found.</i>					
	8	Ratify Auditors	For	For		Mgmt	
		<i>Less than 25 percent of the total fees paid to the auditor were attributable to non-audit work.</i>					
05/23/08 - A	Western Union Co *WU*	959802109			03/24/08		9,200
	1	Elect Director Jack M. Greenberg	For	Against		Mgmt	
		<i>Director sits on more than four boards of publicly traded companies.</i>					
	2	Elect Director Alan J. Lacy	For	For		Mgmt	
		<i>No issues found.</i>					
	3	Elect Director Linda Fayne Levinson	For	For		Mgmt	
		<i>No issues found.</i>					
	4	Ratify Auditors	For	For		Mgmt	

Vote Summary Report
Jan 01, 2008 - Jun 30, 2008

Credential EnRich US Equity Pool

Mtg Date/Type	Company/ Ballot Issues	Security	Mgmt Rec	Vote Cast	Record Date	Prpnt	Shares Voted
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Less than 25 percent of the total audit fees paid were for non-audit work.

04/17/08 - A	Weyerhaeuser Co. *WY*	962166104			02/22/08		4,400
1	Elect Director John I. Kieckhefer		For	For		Mgmt	
2	Elect Director Arnold G. Langbo		For	For		Mgmt	
3	Elect Director Charles R. Williamson		For	Against		Mgmt	
	<i>Director does not own company stock.</i>						
4	Require Independent Board Chairman		Against	For		ShrHoldr	
	<i>Since approval of this proposal will ensure the independence of the chairman of the board, we support this proposal.</i>						
5	Ratify Auditors		For	For		Mgmt	
	<i>We recommend voting against ratification of the auditors where fees paid for non-audit services exceed 25 percent of total audit fees. In this case, less than one percent of the total fees paid to the auditor is attributable to non-audit work. Therefore, there is no immediate reason to challenge this auditors independence.</i>						