



State of New Jersey

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January 11, 2013

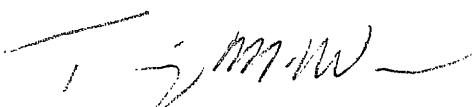
REPORT TO THE GOVERNOR
AND THE LEGISLATURE AS
REQUIRED BY
P.L. 1987, c.177
(Report on corporations
doing business in Northern Ireland
whose securities are held by the State
pension and annuity funds)

P.L. 1987, c.177 requires the Division of Investment to file a report by January 15 of each year regarding the adherence of United States corporations or their subsidiaries doing business in Northern Ireland, in which the assets of any State pension fund or annuity fund are invested, to various principles stated in the law and collectively known as the MacBride Principles.

The law further provides that the Division may use information disseminated by independent agencies if, in the opinion of the State Investment Council, the information satisfies the requirements of the law.

We utilized IW Financial as the source of information to identify those United States corporations with operations in Northern Ireland in which the assets of the State pension and annuity funds were invested as of October 31, 2012, and to provide reports on their adherence to the principles set forth in the law.

Attached hereto is the report prepared by IW Financial.


Timothy M. Walsh
Director

Attachment

OFFICE OF
LEGISLATIVE SERVICES
2013 JAN 11 A 11:32



**Northern Ireland Screen
For the State of New Jersey
2012**

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Introduction

This report is furnished pursuant to P.L. 1987, c. 177 (the "Act") and includes a summary of U.S. companies with operations in Northern Ireland in which the assets of the State pension and annuity funds are invested as of October 31, 2012, as provided by IW Financial.

The nine MacBride Principles summarized in the Act are as follows:

- A. Increasing the representation of individuals from underrepresented religious groups in the work force including managerial, supervisory, administrative, clerical, and technical jobs.
- B. Adequate security for the protection of minority employees both at the workplace and while traveling to and from work.
- C. The banning of provocative religious or political emblems from the workplace.
- D. All job openings should be publicly advertised and special recruitment efforts should be made to attract applicants from underrepresented religious groups.
- E. Layoff, recall, and termination procedures should not in practice favor particularly religious groupings.
- F. The abolition of job reservations, apprenticeship restrictions, and differential employment criteria, which discriminate on the basis of religion or ethnic origin.
- G. The development of training programs that will prepare substantial numbers of current minority employees for skilled jobs, including the expansion of existing programs and the creation of new programs to train, upgrade, and improve the skills of minority employees.
- H. The establishment of procedures to assess, identify, and actively recruit minority employees with potential for further advancement.
- I. The appointment of a senior management staff member to oversee the company's affirmative action efforts and the setting up of timetables to carry out affirmative action principles.

General Methodology

During the course of this research project, IW Financial reviewed an investment universe consisting of 3,442 total companies including the S&P 1500, and the Russell 3000. The review was limited to U.S. domiciled companies and companies directly listed on U.S. exchanges. The methodology employed a research process consisting of four distinct information collection activities which included media searches, searches of Securities and Exchange Commission filings, consultations and correspondence with identified companies.

Glossary

Affirmative Action Agreement: An established program designed to provide fair participation in employment by members of the Protestant and/or Roman Catholic community in Northern Ireland. The agreements typically include an adoption of practices to include participation and may include encouragement of applications and/or training for underrepresented groups; changes to internal procedures; and changes to recruitment measures. Agreements may be entered voluntarily by the company or may be imposed by the Equality Commission of Northern Ireland.

Direct Business Ties in Northern Ireland: Included in this designated category are strategic partnerships, direct investment and/or ownership, franchise operations, and actual corporate facilities or activities in Northern Ireland including R&D, manufacturing, support, and sales operations.

Exempt: Includes companies that have ten or less employees in Northern Ireland and are therefore exempt from the MacBride principles.

Fair Employment Tribunal: An independent government organization which operates based on the statutory rules of Northern Ireland. The organization's authority is provided in The Fair Employment Tribunal (Rules of Procedure) Regulations (Northern Ireland) 2005 and deals with employment disputes which allege discrimination on the grounds of religious belief or political opinion. Tribunals function like courts and its decisions are legally binding.

Indirect Business Ties to Northern Ireland: Includes companies identified as having secondary operations in Northern Ireland through such arrangements as authorized independent dealerships, solution partners, or ties to developmental organizations operating in Northern Ireland.

MacBride Endorsement: Companies that have publically pledged to adopt and implement the MacBride principles.

Profiles of New Jersey Holdings with Northern Ireland Involvement

3M Co. (MMM)

ISIN: US88579Y1010

SEDOL: 2595708

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1996

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

3M Co. has facilities located in Bangor, Northern Ireland. (Company website)

Location of Operations: Bangor

Employees:

Protestant	126
Roman Catholic	17
Non-determined	5
<hr/>	
Total	148

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 85.14 percent identified as Protestant and 11.49 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Abbott Laboratories (ABT)

ISIN: US0028241000

SEDOL: 2002305

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2001

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

According to a report issued by the NY State Comptroller, Abbott employs pharmaceutical sales associates who work from homes in Northern Ireland and report to a head office in England. The company reported that it employed 9 sales associates as of 2008. (NY State Comptroller's Office website)

Location of Operations: Employees work from home

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	9

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Abercrombie & Fitch Co. (ANF)

ISIN: US0028962076

SEDOL: 2004185

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Abercrombie & Fitch Co. operates a Hollister-brand company store in the Victoria Square retail complex in Belfast, Northern Ireland. (Company website)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	170

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Acco Brands Corp. (ACCO)

ISIN: US00081T1088

SEDOL: B0G7SZ5

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Acco Brands Corp. has a subsidiary in Northern Ireland: ACCO-Rexel (N.I.) Ltd. (Company website)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Aecom Technology Corp (ACM)

ISIN: US00766T1007

SEDOL: B1VZ431

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: FALSE
Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm
Protestants: FALSE
Roman Catholics: FALSE

Description of Company Involvement:

Aecom Technology Corp. has a subsidiary, Faber Maunsell, which has an office located in Belfast, Northern Ireland. (Company website; NY State Comptroller's Office website)

Location of Operations: Belfast

Employees:

Protestant	53
Roman Catholic	35
Non-determined	4
<hr/>	
Total	92

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 57.61 percent identified as Protestant and 38.04 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

AES Corp. (AES)

ISIN: US00130H1059

SEDOL: 2002479

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1996

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: TRUE

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

AES Corp. has several subsidiaries in Northern Ireland, including Cloghan Ltd. and Eden Village Produce Ltd. (2011 Form 10K)

Location of Operations: Carrickfergus

Employees:

Protestant	252
Roman Catholic	41
Non-determined	8
<hr/>	
Total	301

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 83.72 percent identified as Protestant and 13.62 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Alcoa Inc. (AA)

ISIN: US0138171014

SEDOL: 2021805

Characterization of Involvement: Indirect

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE
Endorsement Year: 2002

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Alcoa Inc. has one licensed distributor of its Recoil brand products in Northern Ireland. (Company website)

Location of Operations: Unspecified

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Allstate Corp. (ALL)

ISIN: US0200021014

SEDOL: 2019952

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2000

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

Allstate Corp. has a subsidiary, Allstate Northern Ireland Ltd., and offices in Londonderry, Strabane, and Belfast, Northern Ireland. (2011 Form 10K; company website)

Location of Operations: Belfast; Derry; Strabane

Employees:

Protestant	566
Roman Catholic	1026
Non-determined	435
<hr/>	
Total	2027

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: TRUE

Underrepresentation Analysis: The company's employee demographics include 27.92 percent identified as Protestant and 50.62 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

American Apparel Inc. (APP)

ISIN: US0238501003

SEDOL: B10R4D8

Characterization of Involvement: Indirect

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

American Apparel Inc. has an online store in the United Kingdom that serves customers in Northern Ireland. Orders to customers in Northern Ireland are processed and shipped from the company's office in London, England. (Company website)

Location of Operations: Unspecified

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

American International Group Inc. (AIG)

ISIN: US0268747849

SEDOL: 2027342

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE
Endorsement Year: 2004

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

AIG's subsidiary, Chartis, has an office located in Belfast, Northern Ireland. (Northern Ireland Chamber of Commerce website; AIG UK website)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	2

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Anixter International Inc. (AXE)

ISIN: US0352901054

SEDOL: 2468844

Characterization of Involvement: Indirect

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2009

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Anixter has a local partner, Belfast Construction, which provides Anixter sales and support in Northern Ireland. (Company website)

Location of Operations: Unspecified

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

AON Plc (AON)

ISIN: US0373891037

SEDOL: 2212717

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1991

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: FALSE

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

AON plc has two subsidiaries, Aon McMillen Ltd. and Pinerich Ltd., located in Northern Ireland. (2011 Form 10K; Company website)

Location of Operations: Belfast

Employees: The company has less than 10 employees identified as Roman Catholic.

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	40
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Avery Dennison Corp. (AVY)

ISIN: US0536111091

SEDOL: 2066408

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1992

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Avery Dennison Corp. operates a converted parts plant in Belfast, Northern Ireland. (Company website)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Avis Budget Group Inc. (CAR)

ISIN: US0537741052

SEDOL: B1CL8J2

Characterization of Involvement: Indirect

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Avis Budget Group Inc. has licensees operating in Northern Ireland. (Company website)

Location of Operations: Unspecified

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Avnet Inc. (AVT)

ISIN: US0538071038

SEDOL: 2066505

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Avnet Inc. has a subsidiary, Horizon Open Systems (NI) Ltd., located in Northern Ireland. (Company website)

Location of Operations: Lisburn

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Avon Products Inc. (AVP)

ISIN: US0543031027

SEDOL: 2066721

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

According to a report issued by the NY State Comptroller, Avon Products, Inc. has an estimated 10 self-employed sales managers who sell Avon cosmetics products from their homes. (NY State Comptroller's Office website)

Direct sales are included in the business of Avon Cosmetics Ltd., an Avon Products subsidiary located in the United Kingdom. As of December 2011, there are 10 Area Sales Managers in Northern Ireland employed by Avon Cosmetics Ltd. (Company Correspondence, received 12/05/2011)

Location of Operations: Employees work from home

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	10

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

AVX Corp. (AVX)

ISIN: US0024441075

SEDOL: 2053983

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1996

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: FALSE

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: TRUE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: TRUE

Description of Company Involvement:

AVX Corp. maintains a manufacturing facility in Coleraine, Northern Ireland. (2011 Form 10K)

Location of Operations: Coleraine

Employees:

Protestant	232
Roman Catholic	76
Non-determined	13
<hr/>	
Total	321

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: TRUE

Underrepresentation Analysis: The company's employee demographics include 72.27 percent identified as Protestant and 23.68 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Baxter International Inc. (BAX)

ISIN: US0718131099

SEDOL: 2085102

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Baxter Healthcare Ltd. has an office located in Belfast, Northern Ireland. According to a report issued by the NY State Comptroller, Baxter has eight employees in Northern Ireland, some of whom work at a sales and distribution center in Belfast with others working at a kidney dialysis center in partnership with the Antrim hospital. (NY State Comptroller's Office website)

Location of Operations: Baxter

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	8

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Best Buy Co. Inc. (BBY)

ISIN: US0865161014

SEDOL: 2094670

Characterization of Involvement: Indirect

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Best Buy Co. Inc. delivers customer purchases to addresses in Northern Ireland. (Company website)

Location of Operations: Unspecified

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Brink's Co. (BCO)

ISIN: US1096961040

SEDOL: 2691305

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Brinks wholly owned subsidiary Brink's Ireland Limited is based out of Belfast, Northern Ireland. (Company Form 10K, filed 2/28/2012; 4ni website, 06/05/2012)

Location of Operations: Belfast

Employees: The company has less than 10 employees identified as Roman Catholic.

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Caterpillar Inc. (CAT)

ISIN: US1491231015

SEDOL: 2180201

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2002

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: TRUE

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

Caterpillar Inc. has several subsidiaries in Northern Ireland, including, F.G. Wilson (Engineering) Ltd. and Halco Drilling (Ireland) Ltd.. (2011 Form 10K)

Location of Operations: Larne; Newtownabbey; Belfast

Employees:

Protestant	128
Roman Catholic	36
Non-determined	9
<hr/>	
Total	173

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 73.99 percent identified as Protestant and 20.81 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

CBRE Group Inc. (CBG)

ISIN: US12497T1016

SEDOL: B018V21

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE
Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE
Roman Catholics: FALSE

Description of Company Involvement:

CBRE Group Inc. has an office located in Belfast, Northern Ireland. (Company website)

Location of Operations: Belfast

Employees:

Protestant	14
Roman Catholic	10
Non-determined	2
<hr/>	
Total	26

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 53.85 percent identified as Protestant and 38.46 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

CBS Corp. (CBS)

ISIN: US1248572026

SEDOL: B0SRLH6

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE
Endorsement Year: 2006

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

CBS Corp. has a subsidiary, ABC Outdoor Ltd., located in Northern Ireland. (2011 Form 10K; Company Correspondence)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	12

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Chevron Corp. (CVX)

ISIN: US1667641005

SEDOL: 2838555

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE
Endorsement Year: 1991

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Chevron Corp.'s Texaco brand has over numerous convenience stores located in Northern Ireland. (Company website - Network)

Location of Operations: Belfast and 60 service stations

Employees: The company has less than 10 employees identified as Protestant.

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	2
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Choice Hotels International Inc. (CHH)

ISIN: US1699051066

SEDOL: 2106780

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: FALSE
Roman Catholics: TRUE

Underrepresentation Compared with Geographic Norm
Protestants: FALSE
Roman Catholics: TRUE

Description of Company Involvement:

Choice Hotels International Inc.'s hotel chain, Clarion Hotel, operates a hotel near Belfast, Northern Ireland. (Company website)

Location of Operations: Belfast

Employees:

Protestant	56
Roman Catholic	20
Non-determined	7
<hr/>	
Total	83

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 67.47 percent identified as Protestant and 24.10 identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Chubb Corp. (CB)

ISIN: US1712321017

SEDOL: 2195722

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Chubb Corp. has a subsidiary, Chubb Insurance Co. of Europe, with an office in Belfast, Northern Ireland. (2011 Form 10k; Company website - Contacts Us)

Location of Operations: Belfast

Employees: The company has less than 10 employees identified as Roman Catholic.

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

CIENA Corp. (CIEN)

ISIN: US1717793095

SEDOL: B1FLZ21

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: FALSE
Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm
Protestants: FALSE
Roman Catholics: FALSE

Description of Company Involvement:

CIENA Corp. has a subsidiary in Northern Ireland, Nortel Networks (Northern Ireland) Ltd. (2010 Form 10K; Company website)

Location of Operations: Unspecified

Employees:

Protestant	119
Roman Catholic	55
Non-determined	16
<hr/>	
Total	190

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 62.63 percent identified as Protestant and 28.95 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Citigroup Inc. (C)

ISIN: US1729671016

SEDOL: 2297907

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2001

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

Citigroup Inc. has a technology center located in Belfast, Northern Ireland. The center supports Citigroup's growing corporate and investment banking business across Europe, the Middle East, and Africa (EMEA). (Company website)

Location of Operations: Derry; Lisburn; Belfast

Employees:

Protestant	338
Roman Catholic	446
Non-determined	173

Total	957
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 35.32 percent identified as Protestant and 46.60 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

CME Group Inc. (CME)

ISIN: US12572Q1058

SEDOL: 2965839

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

CME Group Inc. has a subsidiary in Northern Ireland, CME Technology and Support Services Ltd. (2011 Form 10K)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Coca-Cola Co. (KO)

ISIN: US1912161007

SEDOL: 2206657

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2005

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

Coca-Cola Co.'s franchise bottler, Coca-Cola Bottlers (Ulster) Ltd., a member of the Coca-Cola Hellenic Bottling group, has facilities located in Lisburn and Omagh, Northern Ireland. In September 2010, Coca-Cola HBC Northern Ireland launched a new 50,000 square meter manufacturing, bottling, and warehouse facility in Lisburn which cost some EUR 93.5 million to build and will employ 600 people. According to the company, Coca-Cola bottling operations began in Northern Ireland in 1934. (Coca-Cola Hellenic website; Coca-Cola Hellenic Press Release, 05/18/2012)

Location of Operations: Lisburn

Employees:

Protestant	433
Roman Catholic	261
Non-determined	54
<hr/>	
Total	748

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 57.89 percent identified as Protestant and 34.89 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Comcast Corp. (CMCS A)

ISIN: US20030N1019

SEDOL: 2044545

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: Unknown

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Comcast Corp. has a subsidiary in Northern Ireland, Muldiss Darton Productions Ltd. (2011 Form 10K)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

CVS Caremark Corp. (CVS)

ISIN: US1266501006

SEDOL: 2577609

Characterization of Involvement: Planned Future Involvement

Overview of Northern Ireland Operations:

MacBride Endorsement: Unknown
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

It was announced in March 2012 that CVS Caremark is to set up an Information Systems Development Centre in Belfast, Northern Ireland, which will be a best practice centre for the development of leading edge software for the company. An estimated completion date was not given. (Northern Ireland Executive, 3/22/2012)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Danaher Corp. (DHR)

ISIN: US2358511028

SEDOL: 2250870

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2003

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

Danaher Corp.'s subsidiary, Qualitrol Corp., has a manufacturing facility located in Belfast, Northern Ireland. (Qualitrol - Company website)

Location of Operations: Belfast

Employees:

Protestant	49
Roman Catholic	49
Non-determined	10

Total	108
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 45.37 percent identified as Protestant and 45.37 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Dell Inc. (DELL)

ISIN: US24702R1014

SEDOL: 2261526

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Dell Inc. has a subsidiary, Dell Corp. Ltd., with leased office space located in Northern Ireland. (2010 Form 10K)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	9

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Dow Chemical Co. (DOW)

ISIN: US2605431038

SEDOL: 4278676

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Dow Chemical has a facility in Belfast, Northern Ireland. (Company website)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	25

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

E.I. DuPont De Nemours & Co. (DD)

ISIN: US2635341090

SEDOL: 2018175

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1992

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

E.I. DuPont De Nemours & Co has a manufacturing plant at Maydown, Londonderry, in Northern Ireland, which was DuPont's first European production facility. (Company website)

Location of Operations: Derry

Employees:

Protestant	59
Roman Catholic	110
Non-determined	0
<hr/>	
Total	169

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 34.91 percent identified as Protestant and 65.09 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

Eli Lilly & Co (LLY)

ISIN: US5324571083

SEDOL: 2516152

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

According to a report issued by the NY State Comptroller, Eli Lilly & Co. (Ireland) Ltd. employs sales associates in Northern Ireland, all of whom work from their homes. (NY State Comptroller's Office website) Additionally, in September 2009, Eli Lilly entered into a collaborative research agreement with Almac, a pharmaceutical/biotechnology company headquartered in Northern Ireland. The two companies are exploring a new diagnostic tool and therapy for lung cancer. (Almac Press Release, 9/15/2009)

Location of Operations: Employees work from home

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	10

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Estee Lauder Cos. Inc. (EL)

ISIN: US5184391044

SEDOL: 2320524

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1999

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

According to a report issued by the NY State Comptroller, Estee Lauder employs sales associates who sell cosmetics at department stores located throughout Northern Ireland. The company reported that it employed 60 sales associates at the end of 2007. (NY State Comptroller's Office website)

Location of Operations: Province wide

Employees:

Protestant	79
Roman Catholic	79
Non-determined	14
<hr/>	
Total	172

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: TRUE

Underrepresentation Analysis: The company's employee demographics include 45.93 percent identified as Protestant and 45.93 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Fedex Corp. (FDX)

ISIN: US31428X1063

SEDOL: 2142784

Characterization of Involvement: Indirect

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1990

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

FedEx has a FedEx Authorized ShipCentre located in Belfast. The company identifies its Authorized ShipCentres as a network of retail partners. (Company website)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Ford Motor Co. (F)

ISIN: US3453708600

SEDOL: 2615468

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1998

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

Ford Motor Co. sells its automobiles via an authorized dealer, Lindsay Ford, throughout Northern Ireland. Lindsay is the largest Ford dealer in Northern Ireland and has eight sales and service locations, as well as two accident facilities in the country. According to the company, there is a small number of corporate employees who work at the Lindsay Ford dealership. (Lindsay Ford website; Company Correspondence) Ford is also sold at Charles Hurst, an auto dealer in Northern Ireland that includes Ford among the models it offers for sale. (Charles Hurst website)

Location of Operations: Coleraine; Ballymena; Mallusk; Bangor; Belfast; Lisburn

Employees:

Protestant	30
Roman Catholic	8
Non-determined	2
<hr/>	
Total	40

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 75.00 percent identified as Protestant and 20.00 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Fossil Inc. (FOSL)

ISIN: US3498821004

SEDOL: 2346627

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

The company has a retail location in Belfast, Northern Ireland. (Company website)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Gamestop Corp. (GME)

ISIN: US36467W1099

SEDOL: BOLLFT5

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

Gamestop Corp. lists Jolt Networks Ltd., a Northern Ireland company, as a subsidiary. (2011 Form 10K)

Location of Operations: Belfast; Bangor; Newry; Londonderry

Employees:

Protestant	10
Roman Catholic	18
Non-determined	5
<hr/>	
Total	33

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 30.30 percent identified as Protestant and 54.55 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

General Electric Co. (GE)

ISIN: US3696041033

SEDOL: 2380498

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE
Endorsement Year: 1998

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: FALSE
Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm
Protestants: FALSE
Roman Catholics: FALSE

Description of Company Involvement:

GE Healthcare has a sales and support office located in Belfast, Northern Ireland. GE Energy Financial Services is engaged in joint ventures with Airtricity, an international wind farming utility company, which has extensive operations in Northern Ireland. (2009 Form 10K; Company website) GE Energy Services entered the Northern Ireland market after its acquisition of Kelman Limited in 2008. Based in Lisburn, Northern Ireland, Kelman designs and manufactures equipment for the electric utility industry. The Kelman office employs over 100 staff at its Lisburn location. (Company Press Release, 03/01/2010; NI Jobs.com website) GE is also listed as a member of SmartGridIreland. SmartGridIreland is located in Belfast, Northern Ireland and partially funded by Invest Northern Ireland's Collaborative Network Program. (SmartGridIreland website) In total, General Electric Co. has 14 subsidiaries located in Northern Ireland. (2011 Form 10K)

Location of Operations: Belfast and 7 other towns

Employees:

Protestant	46
Roman Catholic	36
Non-determined	3
<hr/>	
Total	85

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 54.12 percent identified as Protestant and 42.35 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Goodyear Tire & Rubber Co. (GT)

ISIN: US3825501014

SEDOL: 2378200

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2001

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Goodyear Dunlop Tyres UK Ltd. has one corporate sales employee located in Northern Ireland. In addition, HiQ, the retail arm of Goodyear Dunlop, has numerous franchised locations across Northern Ireland, all of which are owned and operated by dealer partners or franchisees of Goodyear. Previously, Goodyear had a stake in Northern Ireland-based Dunlop Tyres through a joint venture with Sumitomo Rubber Industries which was sold to third parties in 2002. (NY State Comptroller's Office website)

Location of Operations: 28 locations

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	1

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Harsco Corp. (HSC)

ISIN: US4158641070

SEDOL: 2412700

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

In 2008, Harsco Corp. acquired Belfast-based Buckley Scaffolding, a provider of scaffolding installation and dismantling services to the construction, industrial, and event-planning industries. (2009 Form 10K)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Henry Schein Inc. (HSIC)

ISIN: US8064071025

SEDOL: 2416962

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Henry Schein Inc. has a sales office, Henry Schein Minerva Dental, located in Belfast, Northern Ireland. (Company website)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Hertz Global Holdings Inc. (HTZ)

ISIN: US42805T1051

SEDOL: B1HHJP8

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Hertz Global Holdings Inc. has car rental offices located in Belfast, Northern Ireland. In addition, the company has a leasing office, Hertz Lease, located in Belfast. (Company website - Hertz UK)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Hewlett-Packard Co. (HPQ)

ISIN: US4282361033

SEDOL: 2424006

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1989

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: TRUE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: TRUE

Roman Catholics: FALSE

Description of Company Involvement:

Hewlett-Packard Co. has an office located in Belfast, Northern Ireland. In addition, the company has a Digital Community Centre (DCC) in Belfast. Digital Community Centers provide the tools for learning and competing in the digital economy to communities with the greatest need. The program includes HP products, services, and consulting. (Company website)

Location of Operations: Belfast

Employees:

Protestant	22
Roman Catholic	25
Non-determined	34

Total	81
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 27.16 percent identified as Protestant and 30.86 identified as Roman Catholic. Protestant appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Honeywell International Inc. (HON)

ISIN: US4385161066

SEDOL: 2020459

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1998

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Honeywell International, Inc. has an office located in Lisburn, Northern Ireland. (Company website)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	10
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

IAC InterActiveCorp (IACI)

ISIN: US44919P5089

SEDOL: B0F0F09

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2006

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

According to a report issued by the NY State Comptroller, as of 2008, IAC/InterActiveCorp has two employees in Northern Ireland through its subsidiary, Ticketshop (NI) Ltd. (NY State Comptroller's Office website)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	2

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Ingersoll-Rand Plc (IR)

ISIN: IE00B6330302

SEDOL: B633030

Characterization of Involvement: Indirect

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

The Northern Ireland Prison Service uses a biometric hand reader made by Ingersoll Rand's Schlage segment. (Company website)

Location of Operations: Unspecified

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Intel Corp. (INTC)

ISIN: US4581401001

SEDOL: 5118373

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Intel has a research lab at the SAP Research Centre in Belfast, Northern Ireland, as part of the Intel Collaboratory initiative with SAP AG. The company describes the lab as follows: "The formation of the SAP and Intel Collaboratory at the SAP Research Centre in Belfast marks another important milestone in the strong collaboration between SAP, Europe's largest software organization and Intel, the world's largest processor company. The new research lab will develop a joint and industry linked R&D capability in the IT domain, focusing on the areas of Cloud Computing and sustainable IT. The SAP and Intel Collaboratory's research activities will allow SAP and Intel to collectively build upon the research efforts currently already underway. The collaboration of the two large multinational companies, aims to develop a critical mass of European knowledge and R&D capability in Belfast, Northern Ireland." (Company website, 10/2010)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

International Business Machines Corp. (IBM)

ISIN: US4592001014

SEDOL: 2013802

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1992

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

International Business Machines Corp. (IBM) has a subsidiary, IBM United Kingdom Ltd., located in Belfast, Northern Ireland. (Company website) In February 2010, IBM acquired Intelliden, which will become part of Tivoli Software. Intelliden has an office location in Belfast, Northern Ireland. (Intelliden website, Intelliden Press release, 02/16/2010) In addition, IBM is a member of SmartGridIreland, a transatlantic alliance of member organizations which include representatives from industry, research bodies, universities, and government agencies who work together to "exploit new commercial opportunities in the Smart Grid (Energy) sector locally, nationally and internationally". SmartGridIreland is located in Belfast, Northern Ireland and partially funded by Invest Northern Ireland's Collaborative Network Program. (SmartGridIreland website, 12/2009)

Location of Operations: Belfast

Employees:

Protestant	32
Roman Catholic	27
Non-determined	14
<hr/>	
Total	73

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 43.84 percent identified as Protestant and 36.99 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

Jacobs Engineering Group Inc. (JEC)

ISIN: US4698141078

SEDOL: 2469052

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2006

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

Jacobs Engineering Group's subsidiary, Jacobs UK Ltd., has an office located in Belfast, Northern Ireland. In September 2009, Jacobs Engineering announced that it was awarded a contract from Roads Service in Northern Ireland to provide engineering design consulting services for the agency's Strategic Road Improvement Program. Roads Services is the government office responsible for maintenance, improvement, and management of public roads in Northern Ireland. The company describes its consulting contract as follows: "Key objectives are to assist in implementing the 10-year Major Works Program identified in its Investment Delivery Plan for Roads, to work in partnership with Roads Service and its consultants, and to deliver projects in accordance with the 'Achieving Excellence in Construction' guidelines." (Jacobs Engineering - Company website; Northern Ireland Chamber of Commerce website; Company Press Release, 09/08/2009)

Location of Operations: Belfast

Employees:

Protestant	17
Roman Catholic	21
Non-determined	3
<hr/>	
Total	41

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 41.46 percent identified as Protestant and 51.22 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Johnson & Johnson (JNJ)

ISIN: US4781601046

SEDOL: 2475833

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

According to a report issued by the NY State Comptroller, Johnson & Johnson employs sales associates in Northern Ireland, all of whom work from their homes. (NY State Comptroller's Office website)

Location of Operations: Employees work from home

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	3

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Kellogg Co (K)

ISIN: US4878361082

SEDOL: 2486813

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

According to a report issued by the NY State Comptroller, Kellogg Co. of Great Britain employs sales associates in Northern Ireland, all of whom work from their homes. (NY State Comptroller's Office website)

Location of Operations: Employees work from home

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	4

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Laboratory Corporation Of America Holdings (LH)

ISIN: US50540R4092

SEDOL: 2586122

Characterization of Involvement: Indirect

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

In December 2011, the company completed its acquisition of Orchid Cellmark Inc. Under the Cellmark brand, Orchid Cellmark Inc. is the exclusive supplier of genotyping services to Northern Ireland's National Scrapie Plan. (Orchid Cellmark website; 2011 Form 10K)

Location of Operations: Unspecified

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Live Nation Entertainment Inc. (LYV)

ISIN: US5380341090

SEDOL: B0T7YX2

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Ticket Shop (NI) Ltd., a subsidiary of Live Nation Entertainment Inc., located in Northern Ireland. (2011 Form 10K)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

ManpowerGroup (MAN)

ISIN: US56418H1005

SEDOL: 2562490

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: FALSE
Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm
Protestants: FALSE
Roman Catholics: FALSE

Description of Company Involvement:

ManpowerGroup has a global network of nearly 4,500 offices in eighty countries including four branches located in Belfast, Northern Ireland. (Manpower Inc. 2011 Form 10K, filed 02/23/2012; Northern Ireland Chamber of Commerce website; Company website)

Location of Operations: Province wide

Employees:

Protestant	289
Roman Catholic	176
Non-determined	47
<hr/>	
Total	512

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 56.45 percent identified as Protestant and 34.38 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Through correspondence the company reports appearing before the Fair Employment Tribunal twice for religious discrimination. The company won in one instance and settled in the other.

2012 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

Marriott International Inc. (MAR)

ISIN: US5719032022

SEDOL: 2210614

Characterization of Involvement: Planned Future Involvement

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Marriott International, Inc.'s hotel chain signed a brand and management agreement in February 2008 with Culzean Holdings Ltd., a joint venture company comprising Coleraine-based company, The Kennedy Group, and leading urban regeneration specialists, CUSP. The agreement will see the construction of a 169-room hotel in Belfast, Northern Ireland. This hotel is Marriott's first in Northern Ireland. Construction work on the hotel was scheduled to commence in October 2008 with opening planned for March 2010. (Belfast City Council website; Company Correspondence, 2008)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Marsh & McLennan Cos. Inc. (MMC)

ISIN: US5717481023

SEDOL: 2567741

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1994

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Marsh & McLennan Cos., Inc. has two international subsidiaries, Ulster Insurance Services Ltd. and Sedgwick Ulster Pension Trustees Ltd., located in Northern Ireland. In addition, the company's Ireland-based Marsh UK Ltd. subsidiary has an office located in Belfast. (2009 Form 10K; Marsh Ireland website, Northern Ireland Chamber of Commerce website)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	44

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

McDonald`s Corp. (MCD)

ISIN: US5801351017

SEDOL: 2550707

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1994

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

McDonald's Corp. has two company-owned stores and 25 franchise stores located in Northern Ireland. In 2010, McDonald's reports some GBP 64 million in cheese purchases from Northern Ireland which is then exported to the company's restaurants in Europe. (NY State Comptroller's Office website; Company website)

Location of Operations: 2 company owned locations; 25 total locations

Employees:

Protestant	575
Roman Catholic	482
Non-determined	50

Total	1107
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 51.94 percent identified as Protestant and 43.54 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Merck & Co. Inc. (MRK)

ISIN: US58933Y1055

SEDOL: 2778844

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2002

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: FALSE

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

According to a report issued by the NY State Comptroller, Merck employs pharmaceutical sales associates who sell its products throughout Northern Ireland. The company reported that it employed 17 sales associates as of February 2008. (NY State Comptroller's Office website)

Location of Operations: Unspecified

Employees:

Protestant	6
Roman Catholic	9
Non-determined	1
<hr/>	
Total	16

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 37.50 percent identified as Protestant and 56.25 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

Microsoft Corp. (MSFT)

ISIN: US5949181045

SEDOL: 2588173

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2006

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Microsoft Corp.'s subsidiary, Microsoft Ireland, has an office located in Belfast, Northern Ireland. (Company website)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	19

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Molson Coors Brewing Co. (TAP)

ISIN: US60871R2094

SEDOL: B067BM3

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Molson Coors Brewing Co. reports the following activity in Northern Ireland: "Molson Coors Brewing Company has a licensee, C&C Group, plc., which distributes Coors Brewers products in Northern Ireland through its subsidiary, C&C (Belfast) Ltd. The company has one employee located in Northern Ireland." (C&C Group - Company website; Company Correspondence, 2009; 2010 Form 10K)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	1

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Office Depot Inc. (ODP)

ISIN: US6762201068

SEDOL: 2655981

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2006

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Office Depot International (UK) Ltd. has a store located in Belfast, Northern Ireland. (Office Depot UK website)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	29
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Oracle Corp. (ORCL)

ISIN: US68389X1054

SEDOL: 2661568

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

Oracle maintains an office in Belfast in Northern Ireland. (Company Website)

In January 2011, Oracle completed its acquisition of Art Technology Group Inc. Art Technology has a subsidiary, ATG (Northern Ireland) Ltd., which currently maintains an international office in Northern Ireland. Invest Northern Ireland, the country's regional economic development agency, holds 235,783 common stock shares in ART Technology Group as of 2010. Art Technology employs 62 people in Northern Ireland, and has announced plans to create 50 new software development jobs with financial support from Invest Northern Ireland. (Oracle Corp. - Company website; Art Technology Inc. 2008 Form 10K; Invest Northern Ireland Annual Report, 2009-2010; Invest Northern Ireland Press Release, 10/01/2010)

Location of Operations: Belfast

Employees:

Protestant	27
Roman Catholic	32
Non-determined	6
Total	65

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 41.54 percent identified as Protestant and 49.23 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Oxford Industries Inc. (OXM)

ISIN: US6914973093

SEDOL: 2665300

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2006

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Oxford Industries Inc. has an administrative, sales, distribution, and manufacturing facility located in Lurgan, Northern Ireland. (2011 Form 10K)

Location of Operations: Lurgan

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	72

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Pepsico Inc. (PEP)

ISIN: US7134481081

SEDOL: 2681511

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2006

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

PepsiCo Inc. has a licensee, C&C Group plc, which distributes Pepsi products in Northern Ireland through its subsidiary, C&C (Belfast) Ltd. In addition, PepsiCo's Walker's snacks division sells snack products in Northern Ireland. The Walker's division has one sales office and two warehouse sites in Northern Ireland. PepsiCo Inc. employs less than fifty employees in Northern Ireland which are estimated to be thirty-six percent Catholic and fifty-three percent Protestant. (C&C Group website)

Location of Operations: Antrim

Employees:

Protestant	22
Roman Catholic	11
Non-determined	0

Total	33
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 66.67 percent identified as Protestant and 33.33 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Pfizer Inc. (PFE)

ISIN: US7170811035

SEDOL: 2684703

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2000

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

According to a report issued by the NY State Comptroller, Pfizer's Pharmacia subsidiary employs sales associates in Northern Ireland. The sales associates, who number less than 10, work from home and report to a subsidiary in England. (NY State Comptroller's Office website) In addition, company subsidiary, Pfizer UK, established the Pfizer UK Foundation. It supports community based projects that tackle health inequalities in England, Northern Ireland, Scotland, and Wales, which fall outside core NHS statutory funding. The aim is to support projects providing tailored, innovative, modest, and local solutions to needs defined by local healthcare and social care experts, community groups, and charities. (Company website)

Location of Operations: Employees work from home

Employees:

Protestant	19
Roman Catholic	11
Non-determined	4
<hr/>	
Total	34

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 55.88 percent identified as Protestant and 32.35 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Company subsidiary, Pfizer Ltd., appeared before the Fair Employment Tribunal in 2008. The case was dismissed.

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

PPG Industries Inc. (PPG)

ISIN: US6935061076

SEDOL: 2698470

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: FALSE
Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm
Protestants: FALSE
Roman Catholics: FALSE

Description of Company Involvement:

PPG Industries Inc.'s subsidiary, PPG Architectural Coatings UK Ltd., has an office located in Antrim, Northern Ireland. (2011 Form 10K; Company website)

Location of Operations: Antrim

Employees:

Protestant	61
Roman Catholic	14
Non-determined	4
<hr/>	
Total	79

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 77.22 percent identified as Protestant and 17.72 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Procter & Gamble Co. (PG)

ISIN: US7427181091

SEDOL: 2704407

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1991

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

According to a report issued by the NY State Comptroller, Procter & Gamble employs sales associates in Northern Ireland, all of whom work from their homes. (NY State Comptroller's Office website)

Location of Operations: Employees work from home

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	5

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

PVH Corp. (PVH)

ISIN: US7185921084

SEDOL: 2685900

Characterization of Involvement: Indirect

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

PVH Corp.'s Van Heusen brand is sold in a store in Banbridge, Northern Ireland. (Company website)

Location of Operations: Banbridge

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Ralph Lauren Corp. (RL)

ISIN: US7315721032

SEDOL: 2018409

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Ralph Lauren Corp. has a store located in Antrim, Northern Ireland. (Company website)

Location of Operations: Antrim

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Raytheon Co. (RTN)

ISIN: US7551115071

SEDOL: 2758051

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Raytheon Systems Ltd., a subsidiary of Raytheon Co., has a facility located in Londonderry, Northern Ireland. (Raytheon Systems Ltd. - Company website)

Location of Operations: Derry

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Regis Corp. (RGS)

ISIN: US7589321071

SEDOL: 2730327

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Regis subsidiary, Supercuts, operates twelve hair salons across Northern Ireland. (Company Form DEF 14A)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Sally Beauty Holdings Inc. (SBH)

ISIN: US79546E1047

SEDOL: B1GZ005

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: FALSE
Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm
Protestants: FALSE
Roman Catholics: FALSE

Description of Company Involvement:

Sally Beauty Holdings Inc. has a subsidiary, Fashion-Services Ltd., located in Northern Ireland. (2010 Form 10K; Company Correspondence, 2008)

Location of Operations: 8 locations

Employees:

Protestant	27
Roman Catholic	26
Non-determined	28
<hr/>	
Total	81

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 33.33 percent identified as Protestant and 32.10 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Seagate Technology (STX)

ISIN: KYG7945J1040

SEDOL: 2166245

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2007

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: TRUE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: TRUE

Roman Catholics: FALSE

Description of Company Involvement:

Seagate Technology has a manufacturing facility in Northern Ireland. (2012 Form 10K)

Location of Operations: Derry; Limavady

Employees:

Protestant	262
Roman Catholic	1073
Non-determined	134

Total	1469
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 17.84 percent identified as Protestant and 73.04 identified as Roman Catholic. Protestant appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Sealed Air Corp. (SEE)

ISIN: US81211K1007

SEDOL: 2232793

Characterization of Involvement: Indirect

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

According to the company, Sealed Air Corp. does not have any manufacturing operations in Northern Ireland. Any sales presence in Northern Ireland is managed by the company's Sealed Air Corp. UK entity. (Company Correspondence, received 06/29/2009)

Location of Operations: Unspecified

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Stericycle Inc. (SRCL)

ISIN: US8589121081

SEDOL: 2860826

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Stericycle Inc. has hazardous waste removal operations in Northern Ireland. (Company website)

Location of Operations: Antrim

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Sysco Corp. (SYY)

ISIN: US8718291078

SEDOL: 2868165

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Company subsidiary, Pallas Foods, owns and operates food distribution centers in Belfast and Londonderry, Northern Ireland. (Pallas Company website)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Tiffany & Co. (TIF)

ISIN: US8865471085

SEDOL: 2892090

Characterization of Involvement: Indirect

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Tiffany & Co. offers a selection of merchandise for purchase in England, Wales, Northern Ireland, and Scotland through its U.K. website at www.tiffany.com/uk. (2009 Form 10K)

Location of Operations: Unspecified

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Tim Hortons Inc. (THI)

ISIN: US88706M1036

SEDOL: B108FL6

Characterization of Involvement: Indirect

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Tim Hortons Inc. has 45 self-serve kiosks in SPAR convenience stores in Northern Ireland. SPAR is one of the world's largest international food retail chains. The company does not have any employees or facilities in Northern Ireland. (Company Correspondence, 2009)

Location of Operations: Province wide

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	0

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

TJX Companies Inc. (TJX)

ISIN: US8725401090

SEDOL: 2989301

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2009

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

TJX Companies, Inc.'s European chain, TJ Maxx, has nine stores located in Northern Ireland. (Company website)

According to a report issued by the NY State Comptroller, the company had 162 full-time employees and 459 part-time employees as of April 2009. (NY State Comptroller's Office website)

Location of Operations: Belfast

Employees:

Protestant	275
Roman Catholic	239
Non-determined	39
<hr/>	
Total	553

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 49.73 percent identified as Protestant and 43.22 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Tyco International Ltd. (TYC)

ISIN: CH0100383485

SEDOL: 57039

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1994

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

Tyco International Ltd. has the following subsidiaries in Northern Ireland: Controlled Electronics Management Systems Ltd., Flo-Check Valves Ltd., and Intellectual Systems Ltd. (2011 Form 10K)

Location of Operations: Belfast; Bangor

Employees:

Protestant	87
Roman Catholic	69
Non-determined	24

Total	180
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 48.33 percent identified as Protestant and 38.33 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

United Parcel Service Inc. (UPS)

ISIN: US9113121068

SEDOL: 2517382

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Mail Boxes Etc., owned by UPS, has a store located in Belfast, Northern Ireland. (Northern Ireland Chamber of Commerce website; Mail Boxes Etc. UK - Company website; United Parcel Services Inc. - Company website)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total	Not Available
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

United Technologies Corp. (UTX)

ISIN: US9130171096

SEDOL: 2915500

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2001

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

United Technologies Fire & Security division purchased Chubb Security in July 2007, which has a subsidiary, Initial Electronic Security System, located in Belfast, Northern Ireland. In July 2012, United Technologies Corp. completed its acquisition of Goodrich Corp.'s Engine Control Systems segment which has a manufacturing facility located in Belfast, Northern Ireland. (Goodrich Corp. 2011 Form 10K; Goodrich Corp. website)

Location of Operations: Belfast

Employees:

Protestant	56
Roman Catholic	32
Non-determined	8
<hr/>	
Total	96

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 58.33 percent identified as Protestant and 33.33 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

URS Corp. (URS)

ISIN: US9032361076

SEDOL: 2910550

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: Unknown

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

Wholly owned subsidiary URS Scott Wilson Ltd. has employees in Northern Ireland. (Monitoring Report No. 21, accessed 12/15/2011)

Location of Operations: Belfast

Employees:

Protestant	102
Roman Catholic	74
Non-determined	10
<hr/>	
Total	186

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 54.84 percent identified as Protestant and 39.78 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Verizon Communications (VZ)

ISIN: US92343V1044

SEDOL: 2090571

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2000

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

The company has a location in Londonderry, Northern Ireland. Verizon Communications, along with Bytel Ltd., a networking and Internet hosting company based in Belfast, is the only Tier 1 carrier in Northern Ireland and is at the top of the telecommunications peering and settlements food chain. (Greater Derry - Londonderry Chamber of Commerce website; Bytel - Company website)

Location of Operations: Londonderry

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Visa Inc. (V)

ISIN: US92826C8394

SEDOL: B2PZN04

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE
Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE
Roman Catholics: FALSE

Description of Company Involvement:

Visa subsidiary CyberSource operates a research and enterprise management facility in Belfast, Northern Ireland. (CyberSource website) In July 2010, Visa Inc. completed its acquisition of CyberSource Corp. CyberSource leases office space for its research and development center in Belfast, which the company opened in partnership with economic development agency Invest Northern Ireland in 2008. (2008 Form 10K; Company website, Company Correspondence, 2008) In February 2010, CyberSource reported its intention to invest an additional GBP 2.8 million in its Northern Ireland operations, which currently employs 40 people. (The Irish Times, 02/17/2010; NIJobs.com website)

Location of Operations: Belfast

Employees:

Protestant	12
Roman Catholic	19
Non-determined	8
<hr/>	
Total	39

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 30.77 percent identified as Protestant and 48.72 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Vornado Realty Trust (VNO)

ISIN: US9290421091

SEDOL: 2933632

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: Unknown
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: FALSE
Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm
Protestants: FALSE
Roman Catholics: FALSE

Description of Company Involvement:

Vornado Realty Trust holds an interest in Toys "R" Us as part of a joint venture with Bain Capital and Kohlberg Kravis Roberts & Co. Toys "R" Us lists 3 store locations in Northern Ireland: Belfast, Derry City/Londonderry, and Sprucefield. (Toys "R" Us UK website, 06/05/2012)

Location of Operations: Newtonabbey

Employees:

Protestant	60
Roman Catholic	46
Non-determined	9
<hr/>	
Total	115

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 52.17 percent identified as Protestant and 40.00 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Wal-Mart Stores Inc. (WMT)

ISIN: US9311421039

SEDOL: 2936921

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2007

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

Wal-Mart Stores Inc.'s subsidiary, Asda Stores Ltd., has stores located in Northern Ireland. (Company website)

Location of Operations: 14 locations

Employees:

Protestant	2310
Roman Catholic	2129
Non-determined	57

Total	4496
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Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 51.38 percent identified as Protestant and 47.35 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Walt Disney Co. (DIS)

ISIN: US2546871060

SEDOL: 2270726

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE
Endorsement Year: 1996

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

The Disney Store, the retail arm of the Walt Disney Co., has a store in Belfast, Northern Ireland. (Company website; NY State Comptroller's Office website)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	22

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Warner Chilcott Plc (WCRX)

ISIN: IE00B446CM77

SEDOL: B446CM7

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2008

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

Description of Company Involvement:

Warner Chilcott Plc. operates a research and development facility located in Larne, Northern Ireland. (2010 Form 10K; Company website)

Location of Operations: Larne

Employees:

Protestant	77
Roman Catholic	30
Non-determined	15
<hr/>	
Total	122

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company's employee demographics include 63.11 percent identified as Protestant and 24.59 identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Watson Pharmaceuticals Inc. (WPI)

ISIN: US9426831031

SEDOL: 2943545

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2002

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Watson Pharmaceuticals Inc. has a subsidiary, Nicobrand Ltd., which operates in Northern Ireland. (2011 Form 10K)

Location of Operations: Coleraine

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available

Total 26

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Wyndham Worldwide Corp. (WYN)

ISIN: US98310W1080

SEDOL: B198391

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

Wyndham Worldwide Corp.'s hotel brands Ramada and Days Inn have multiple hotel locations in Northern Ireland. (Ramada website; Days Inn website)

Location of Operations: Province wide

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Xilinx Inc. (XLNX)

ISIN: US9839191015

SEDOL: 2985677

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)
Protestants: Not Available
Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm
Protestants: Not Available
Roman Catholics: Not Available

Description of Company Involvement:

The company leases office facilities for its engineering design centers in Belfast, Northern Ireland. (2011 Form 10K)

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	Not Available

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Yum! Brands Inc. (YUM)

ISIN: US9884981013

SEDOL: 2098876

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Yum! Brands Inc. has thirty-three KFC and thirteen Pizza Hut stores in Northern Ireland, which are owned and operated by franchisees. (NYC Comptroller)

Location of Operations: Province wide

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	483

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: No information is available about the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose information regarding employee demographics.

Affirmative Action Outreach: No information is available regarding whether the company has an affirmative action agreement in place.

Fair Employment Tribunal Claim Details: Not applicable

2012 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.