



State of New Jersey

CHRIS CHRISTIE
Governor

DEPARTMENT OF THE TREASURY
DIVISION OF INVESTMENT
P.O. BOX 290
TRENTON, NJ 08625-0290

KIM GUADAGNO
Lt. Governor

ANDREW P. SIDAMON-ERISTOFF
State Treasurer

January 8, 2015

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, 2014, and to provide reports on their adherence to the principles set forth in the law.

Attached hereto is the report prepared by IW Financial.

A handwritten signature in black ink, appearing to read "Christopher McDonough".

Christopher McDonough
Director

Attachment





**Northern Ireland Screen
For the State of New Jersey
2014**

Prepared by: Jill Phillips, Research Analyst

Reviewed by: Melanie Simerly, Data Manager

Table of Contents

Northern Ireland Screen	1
Introduction	6
General Methodology	6
Glossary.....	7
Profiles of New Jersey Holdings with Northern Ireland Involvement.....	8
3M Co. (MMM)	9
Abbott Laboratories (ABT)	10
Acco Brands Corporation (ACCO).....	11
Actavis plc (ACT).....	12
Aecom Technology Corp (ACM).....	13
AES Corp. (AES)	14
Alcoa Inc. (AA).....	15
Allegion plc (ALLE).....	16
Allstate Corp. (ALL).....	17
American Apparel Inc (APP)	18
American Capital Ltd (ACAS)	19
American International Group Inc (AIG)	20
Anixter International Inc. (AXE)	21
Aon plc (AON).....	22
Aramark (ARMK)	23
Avis Budget Group Inc (CAR).....	24
Avnet Inc. (AVT)	25
Avon Products, Inc. (AVP)	26
AVX Corp. (AVX)	27
Baker Hughes Inc. (BHI).....	28
Baxter International Inc. (BAX)	29
Best Buy Co. Inc. (BBY)	30
Blackstone Group LP (BX).....	31
Brink's Co. (BCO)	32
CareFusion Corp (CFN)	33
Caterpillar Inc. (CAT)	34
CBRE Group Inc (CBG)	35
CBS Corp. (CBS)	36

Chevron Corp. (CVX)	37
Chubb Corp. (CB).....	38
CIENA Corp. (CIEN).....	39
Citigroup Inc (C).....	40
CME Group Inc (CME)	42
Coca-Cola Co (KO)	43
Comcast Corp (CMCS A).....	44
Computer Sciences Corp. (CSC).....	45
ConocoPhillips (COP).....	46
CVS Health Corp. (CVS)	47
Danaher Corp. (DHR).....	48
Dish Network Corp (DISH).....	49
Dow Chemical Co. (DOW)	50
E.I. DuPont De Nemours & Co (DD)	51
Eli Lilly & Co (LLY)	52
EMC Corp. (EMC).....	53
Emerson Electric Co. (EMR)	54
Estee Lauder Cos., Inc. (EL)	55
Fedex Corp (FDX).....	56
Foot Locker Inc (FL).....	57
Ford Motor Co. (F).....	58
Fossil Group Inc (FOSL).....	59
Gamestop Corporation (GME)	60
Gencorp Inc. (GY)	61
General Electric Co. (GE).....	62
General Motors Co. (GM).....	63
Goldman Sachs Group, Inc. (GS)	64
Goodyear Tire & Rubber Co. (GT)	65
Harsco Corp. (HSC).....	66
Henry Schein Inc. (HSIC).....	67
Hertz Global Holdings Inc. (HTZ)	68
Hewlett-Packard Co. (HPQ).....	69
Hilton Worldwide Holdings Inc (HLT).....	70

Honeywell International, Inc. (HON).....	71
IAC InterActiveCorp (IACI).....	72
Illinois Tool Works, Inc. (ITW)	73
Ingersoll-Rand Plc (IR)	74
Intel Corp. (INTC).....	75
International Business Machines Corp. (IBM)	77
Interval Leisure Group Inc (IILG)	78
Iron Mountain Inc (IRM)	79
Jacobs Engineering Group, Inc. (JEC)	80
Johnson & Johnson (JNJ).....	81
Johnson Controls Inc (JCI)	83
Kellogg Co (K)	84
Live Nation Entertainment Inc (LYV).....	85
LKQ Corp (LKQ).....	86
ManpowerGroup (MAN).....	87
Marsh & McLennan Cos., Inc. (MMC).....	89
McDonald's Corp (MCD)	90
Merck & Co Inc (MRK).....	91
Microsoft Corporation (MSFT)	93
Office Depot, Inc. (ODP).....	94
Oracle Corp. (ORCL)	95
Oxford Industries, Inc. (OXM)	96
Pepsico Inc. (PEP)	97
Pfizer Inc. (PFE)	99
Phillips 66 (PSX).....	101
PPG Industries, Inc. (PPG)	102
Procter & Gamble Co. (PG)	103
PVH Corp (PVH).....	104
Ralph Lauren Corp. (RL)	105
Raytheon Co. (RTN).....	106
Riverbed Technology Inc (RVBD).....	107
Sally Beauty Holdings Inc (SBH)	108
Sanmina Corp. (SANM)	109

Sealed Air Corp. (SEE).....	110
Stanley Black & Decker, Inc. (SWK).....	111
Starbucks Corp. (SBUX).....	112
Starwood Hotels & Resorts Worldwide, Inc. (HOT).....	114
Sysco Corp. (SYY).....	115
Terex Corp. (TEX).....	116
Tim Hortons Inc (THI).....	117
TJX Companies, Inc. (TJX).....	118
Tyco International Ltd (TYC).....	119
United Continental Holdings (UAL).....	120
United Parcel Service, Inc. (UPS).....	121
United Technologies Corp. (UTX).....	122
Urban Outfitters, Inc. (URBN).....	123
Visa Inc (V).....	124
Vornado Realty Trust (VNO).....	126
Wal-Mart Stores, Inc. (WMT).....	127
Walt Disney Co. (DIS).....	128
Wyndham Worldwide Corporation (WYN).....	129
Yum! Brands Inc. (YUM).....	130

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, 2014, 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 3,402 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, and 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 under-represented 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.

General Underrepresentation (>20 percent): Includes companies with a percentage of Protestant and/or Roman Catholic employees that is more than 20 'percent values' lower than the percentage of Protestants/Roman Catholics in the NUTS area where the company operates. For instance, a company will be flagged for this category in a case where it maintains active operations in a NUTS area where Protestants represent 60 percent of the population, yet its workforce demographics are comprised of a population of less than 40 percent Protestant employees, as 40 is 20 'percent values' lower than 60.

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 publicly pledged to adopt and implement the MacBride principles.

NUTS (Nomenclature of Territorial Units for Statistics): A coding system used in the United Kingdom to identify statistical regions within the country.

Underrepresentation Compared with Geographic Norm: Includes companies with a percentage of Protestant and/or Roman Catholic employees that is more than 20 percent lower than the percentage of Protestants and/or Roman Catholics in the NUTS area where the company operates. For instance, a company will be flagged for this category in a case where it maintains active operations in a NUTS area where Protestants represent 60 percent of the population, yet its workforce demographics are comprised of a population of less than 48 percent Protestant employees, as 48 is 20 percent lower than 60.

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: True

Description of Company Involvement:

3M Co. has a manufacturing facility 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 regarding 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 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Abbott Laboratories (ABT)

ISIN: US0028241000

SEDOL: 2002305

Characterization of Involvement: Prior Involvement

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 in 2010, 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 nine sales associates as of 2008. Although it is likely that the company still has operations in the country, no information regarding Northern Ireland involvement could be found as of 2014. According to the report, the company's policies reflect the fair employment standards as embodied in the MacBride principles, and it has agreed to participate in regular workforce surveys, which are administered by a third-party, independent monitor as appointed by the NY State Comptroller. (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	Not Available

Analysis of Collected Data:

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

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Acco Brands Corporation (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
-------	---------------

Analysis of Collected Data

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

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Actavis plc (ACT)

ISIN: IE00BD1NQJ95

SEDOL: BD1NQJ9

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: False

Roman Catholics: True

Underrepresentation Compared with Geographic Norm

Protestants: False

Roman Catholics: True

Description of Company Involvement:

Actavis plc has a subsidiary, Nicobrand Ltd., which operates in Coleraine, Northern Ireland. (2013 Form 10K; Nicobrand Company website)

Location of Operations: Coleraine

Employees:

Protestant	105
Roman Catholic	46
Non-determined	18
<hr/>	
Total	169

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 62.13 percent identified as Protestant and 27.22 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: The company has not had any appearances before the Fair Employment Tribunal.

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: True

Underrepresentation Compared with Geographic Norm
Protestants: False
Roman Catholics: True

Description of Company Involvement:

Aecom Technology Corp. has offices in Belfast and Newry, Northern Ireland. (Company website) Additionally, URS Corp., acquired in October 2014, has a subsidiary, URS Scott Wilson Ltd., with engineers located in Northern Ireland. (URS Corp. 2013 Form 10K; Construction.co.uk website)

Location of Operations: Belfast, Newry, Londonderry

Employees:

Protestant	48
Roman Catholic	37
Non-determined	4
<hr/>	
Total	89

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 53.93 percent identified as Protestant and 41.57 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: The company has not had any appearances before the Fair Employment Tribunal.

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: True

Description of Company Involvement:

AES Corp. has several subsidiaries in Northern Ireland, including Cloghan Ltd. and AES Kilroot Generating Ltd. (2013 Form 10K)

Location of Operations: Carrickfergus

Employees:

Protestant	230
Roman Catholic	36
Non-determined	8
<hr/>	
Total	274

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 83.94 percent identified as Protestant and 11.49 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: The company does have an affirmative action agreement in place but no information is available regarding the details of the plan.

Fair Employment Tribunal Claim Details: The company has not had any appearances before the Fair Employment Tribunal.

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 several licensed distributors of its Recoil brand products in Northern Ireland, including Derry Precision Tools and Dunn and Co. (Eng Supplies) Ltd. (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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Allegion plc (ALLE)

ISIN: IE00BFRT3W74

SEDOL: BFRT3W7

Characterization of Involvement: Prior 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:

In 2006, the company reported that the Northern Ireland Prison Service uses a biometric hand reader made by its Schlage segment. (Company Case Study)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: True

Roman Catholics: False

Underrepresentation Compared with Geographic Norm

Protestants: True

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. (2013 Form 10K; Company website)

Location of Operations: Belfast, Londonderry, Strabane

Employees:

Protestant	563
Roman Catholic	1053
Non-determined	388
<hr/>	
Total	2004

Analysis of Collected Data

Compliance with Northern Ireland Fair Employment Law and Code of Practice: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

Underrepresentation Analysis: The company's employee demographics include 28.09 percent identified as Protestant and 56.52 percent 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: The company has not had any appearances before the Fair Employment Tribunal.

2012 Verification of Data Response: The company did 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 London location. (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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

American Capital Ltd (ACAS)

ISIN: US02503Y1038

SEDOL: 2101990

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:

SMG Holdings Inc., a subsidiary of American Capital, manages the Odyssey Arena in Belfast, Northern Ireland. The arena is a multi-purpose indoor venue that can seat up to 10,800. (Company website; Odyssey Arena website; 2013 Form 10K)

Location of Operations: Belfast

Employees:

Protestant	121
Roman Catholic	172
Non-determined	28
<hr/>	
Total	321

Analysis of Collected Data

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

Underrepresentation Analysis: The company's employee demographics include 37.69 percent identified as Protestant and 53.58 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: The company has not had any appearances before the Fair Employment Tribunal.

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 has a branch office located in Belfast, Northern Ireland. (AIG UK website)

According to a report issued by the NY State Comptroller, the company's policies reflect the fair employment standards as embodied in the MacBride principles and it has agreed to participate in regular workforce surveys which are administered by a third-party, independent monitor as appointed by the NY State Comptroller. (NY State Comptroller's Office website)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: 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: 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 global office located in Belfast. Anixter International Inc. also has a local partner, Belfast Construction, which provides Anixter sales and support in Northern Ireland. (Company website)

According to a report issued by the NY State Comptroller, the company's policies reflect the fair employment standards as embodied in the MacBride principles. In addition, it has agreed to participate in regular workforce surveys which are administered by a third-party, independent monitor as appointed by the NY State Comptroller, to ensure continuing employment compliance. (NY State Comptroller's Office 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: GB00B5BT0K07

SEDOL: B5BT0K0

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 a subsidiary, Aon Risk Solutions, located in Belfast, Northern Ireland. (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
<hr/>	
Total	39

Analysis of Collected Data:

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

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Aramark (ARMK)

ISIN: US03852U1060

SEDOL: BH3XG17

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:

Aramark has a location in Belfast, Northern Ireland. (Aramark Ireland website)

Location of Operations: Belfast

Employees:

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

Total	626
-------	-----

Analysis of Collected Data:

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

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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. (Budget 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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, Avnet Technology Solutions, located in Lisburn, Northern Ireland. (Company website)

Location of Operations: Lisburn

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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:

Avon Products, Inc. lists an Area Sales Manager career opportunity in Northern Ireland. In addition, 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 website; 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
<hr/>	
Total	Not Available

Analysis of Collected Data:

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

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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. has a manufacturing and research facility in Coleraine, Northern Ireland. (2013 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: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

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: The company has not had any appearances before the Fair Employment Tribunal.

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

Baker Hughes Inc. (BHI)

ISIN: US0572241075

SEDOL: 2072085

Characterization of Involvement: Prior 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:

Baker Hughes Inc. disclosed through Company Correspondence dating March 2014 that its manufacturing operation in Belfast, Northern Ireland was closed during 2010. (Company Correspondence, received 03/04/2014)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

2012 Verification of Data Response: The company did 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. Baxter has 20 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. (Company Correspondence, received 03/04/2014)

Location of Operations: Belfast, Antrim

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	20

Analysis of Collected Data

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

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Best Buy Co. Inc. (BBY)

ISIN: US0865161014

SEDOL: 2094670

Characterization of Involvement: Prior 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:

Best Buy Co. Inc. previously delivered customer purchases to addresses in Northern Ireland. However, as of July 2013, there is no mention of any ties to Northern Ireland. (Company website) The company confirms in Correspondence dating 03/04/2014 that it has no current operations in Northern Ireland. (Company Correspondence, received 03/04/2014)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Blackstone Group LP (BX)

ISIN: US09253U1088

SEDOL: B1YWNW1

Characterization of Involvement: Direct

Overview of Northern Ireland Operations

MacBride Endorsement: True
Endorsement Year: 2007

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: False

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

Underrepresentation Compared with Geographic Norm
Protestants: True
Roman Catholics: False

Description of Company Involvement:

The investment firm purchased Hilton, a United States-based hotel operator, in 2007. One of the chain's hotels, Hilton Belfast, is located in Northern Ireland. (Company website; Monitoring report website)

Location of Operations: Belfast

Employees:

Protestant	52
Roman Catholic	86
Non-determined	29
<hr/>	
Total	167

Analysis of Collected Data

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

Underrepresentation Analysis: The company's employee demographics include 31.14 percent identified as Protestant and 51.5 percent 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: The company has not had any appearances before the Fair Employment Tribunal.

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: False
Roman Catholics: True

Underrepresentation Compared with Geographic Norm
Protestants: False
Roman Catholics: True

Description of Company Involvement:

Brinks wholly owned subsidiary, Brink's Ireland Ltd., has an office in Belfast, Northern Ireland. (2013 Form 10K; Brink's Ireland website)

Location of Operations: Belfast

Employees:

Protestant	32
Roman Catholic	15
Non-determined	12

Total 59

Analysis of Collected Data

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

Underrepresentation Analysis: The company's employee demographics include 54.24 percent identified as Protestant and 25.42 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: The company has not had any appearances before the Fair Employment Tribunal.

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

CareFusion Corp (CFN)

ISIN: US14170T1016

SEDOL: B3N2D37

Characterization of Involvement: Indirect

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:

CareFusion Corp has a distributor, Oxygen Care Ltd., located in Belfast. (Company website; Oxygen Care Ltd 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: True

Description of Company Involvement:

Caterpillar Inc. has several subsidiaries in Northern Ireland, including: Caterpillar (NI) Ltd.; F.G. Wilson (Engineering) Ltd.; and Halco Drilling (Ireland) Ltd. (2013 Form 10K)

Location of Operations: Larne, Belfast

Employees:

Protestant	1651
Roman Catholic	711
Non-determined	150

Total 2512

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 65.72 percent identified as Protestant and 28.3 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: The company does have an affirmative action agreement in place but no information is available regarding the details of the plan.

Fair Employment Tribunal Claim Details: The company has not had any appearances before the Fair Employment Tribunal.

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: US12504L1098

SEDOL: B6WVMH3

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:

CBRE Group Inc. 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
<hr/>	
Total	Not Available

Analysis of Collected Data:

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

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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:

In its 2012 10K, the company lists a subsidiary, ABC Outdoor Ltd., in Northern Ireland. The subsidiary is not listed in the company's 2013 10K. (2012 Form 10K; 2013 Form 10K)

According to a report issued by the NY State Comptroller, the company's policies reflect the fair employment standards as embodied in the MacBride principles and it has agreed to participate in regular workforce surveys which are administered by a third-party, independent monitor as appointed by the NY State Comptroller. (NY State Comptroller's Office 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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 numerous gas stations located in Northern Ireland. Texaco also has a distribution terminal in Belfast, Northern Ireland. (Texaco company website)

According to a report issued by the NY State Comptroller, the company reached an agreement with investors to adopt the MacBride Principles in 1991. (NY State Comptroller's Office website)

Location of Operations: Provincewide

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: False
Roman Catholics: True

Underrepresentation Compared with Geographic Norm

Protestants: False
Roman Catholics: True

Description of Company Involvement:

Chubb Corp. has a subsidiary (Chubb Insurance Co. of Europe) with an office in Belfast, Northern Ireland. (Company website - Contact Us)

Location of Operations: Belfast

Employees:

Protestant	52
Roman Catholic	10
Non-determined	2
<hr/>	
Total	64

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 81.25 percent identified as Protestant and 15.63 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: The company has not had any appearances before the Fair Employment Tribunal.

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: Not Available
Roman Catholics: Not Available

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

Description of Company Involvement:

CIENA Corp. has an office in Belfast, Northern Ireland. (Company website)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: US1729674242

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: True

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: Belfast

Employees:

Protestant	363
Roman Catholic	428
Non-determined	196
<hr/>	
Total	987

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

Underrepresentation Analysis: The company's employee demographics include 36.78 percent identified as Protestant and 43.36 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: The company has not had any appearances before the Fair Employment Tribunal.

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

"Please note that in line with the Fair Employment & Treatment Order 1998 & 2003, we monitor the community background of our workforce and our applican

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. (2012 Form 10K)

Company website lists a global office located in Belfast. (Company website)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: Not Available
Roman Catholics: Not Available

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

Description of Company Involvement:

Coca-Cola bottling operations began in Northern Ireland in 1934. In September 2010, Coca-Cola Hellenic Bottling Company Northern Ireland (part of Coca-Cola Hellenic, of which the company holds a 23 percent ownership stake) 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. (2013 Form 10K; Coca-Cola Hellenic website)

Location of Operations: Lisburn

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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:

In its 2012 Form 10K, Comcast Corp listed a subsidiary, Muldiss Darton Productions Ltd., in Northern Ireland. However, there is no mention of activity in Northern Ireland since the release of its 2012 10K. (2012 Form 10K; 2013 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Computer Sciences Corp. (CSC)

ISIN: US2053631048

SEDOL: 2215200

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: Not Available
Roman Catholics: Not Available

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

Description of Company Involvement:

Computer Sciences Corp. (CSC) manages a branch located in Belfast, Northern Ireland. The company also has a subsidiary located in Northern Ireland, G.C. McKeown and Co. (N.I.) Ltd. (Company website; 2013 Form 10K)

According to a report issued by the NY State Comptroller, the company's policies reflect the fair employment standards as embodied in the MacBride principles. In addition, it has agreed to participate in regular workforce surveys which are administered by a third-party, independent monitor as appointed by the NY State Comptroller, to ensure continuing employment compliance. (NY State Comptroller's Office website)

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: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

ConocoPhillips (COP)

ISIN: US20825C1045

SEDOL: 2685717

Characterization of Involvement: Prior Involvement

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: Not Available
Roman Catholics: Not Available

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

Description of Company Involvement:

ConocoPhillips completed the spinoff of its downstream businesses and became an independent exploration and development company in May 2012. The company no longer has any operations in Northern Ireland. (Company Press Release, 05/01/2012; Company Correspondence, received 03/04/2014)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

CVS Health Corp. (CVS)

ISIN: US1266501006

SEDOL: 2577609

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:

CVS Health Corp. has an Information Systems Development Center in Belfast, Northern Ireland. The facility is a best practice center for the development of leading edge software for the company. (Northern Ireland Executive website; Company website)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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 website; Company website)

Location of Operations: Belfast

Employees:

Protestant	50
Roman Catholic	69
Non-determined	13

Total	132
-------	-----

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 37.88 percent identified as Protestant and 52.27 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Dish Network Corp (DISH)

ISIN: US25470M1099

SEDOL: 2303581

Characterization of Involvement: Prior 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:

In April 2011, Dish Network Corp. completed its acquisition of Blockbuster Inc. Blockbuster purchased Xtra-vision Ltd., an Irish home entertainment company with stores throughout the Republic of Ireland and Northern Ireland, in 1997. In August 2009, Blockbuster sold Xtra-vision Ltd. (Xtra-vision), its 186 store entertainment retailer in Ireland, to Birchhall Investments Ltd. (Birchhall Investments) for U.S. proceeds of up to \$45 million in cash, subject to certain adjustments. Birchhall Investments is an Irish company owned by NCB Ventures and clients of NCB Group Ltd., one of Ireland's largest independent securities firms. With this sale, Blockbuster no longer has any business operations in Northern Ireland. (Blockbuster Inc. Press Release, 8/28/2009; Blockbuster 2009 Form 10K)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: 2278719

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: True
Roman Catholics: False

Description of Company Involvement:

Dow Chemical has a supply chain expertise centre in Northern Ireland Science Park in Belfast, Northern Ireland, which opened in 2011. (Company website; Company Correspondence, received 03/04/2014)

Location of Operations: Belfast

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

Protestant	6
Roman Catholic	13
Non-determined	4
<hr/>	
Total	23

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

Underrepresentation Analysis: The company's employee demographics include 26.09 percent identified as Protestant and 56.5 percent 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: The company has not had any appearances before the Fair Employment Tribunal.

2012 Verification of Data Response: The company did 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 Kevlar production plant located in Maydown, Northern Ireland. (Company website)

Location of Operations: Maydown

Employees:

Protestant	63
Roman Catholic	114
Non-determined	0
<hr/>	
Total	177

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 35.59 percent identified as Protestant and 64.41 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: The company has not had any appearances before the Fair Employment Tribunal.

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: Prior 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:

According to a report issued by the NY State Comptroller in 2010, 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. Although it is likely that the company still has operations in the country, no information regarding Northern Ireland involvement could be found as of 2014. (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
<hr/>	
Total	Not Available

Analysis of Collected Data:

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

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

EMC Corp. (EMC)

ISIN: US2686481027

SEDOL: 2295172

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:

EMC Corp. has two offices 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Emerson Electric Co. (EMR)

ISIN: US2910111044

SEDOL: 2313405

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: True

Description of Company Involvement:

Emerson Climate Technologies, a business segment of Emerson, has a production plant, Copeland Ltd., located in Cookstown, Northern Ireland. (Emerson Climate Technologies website)

Location of Operations: Cookstown

Employees:

Protestant	72
Roman Catholic	108
Non-determined	17
<hr/>	
Total	197

Analysis of Collected Data

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

Underrepresentation Analysis: The company's employee demographics include 36.55 percent identified as Protestant and 54.82 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: The company has not had any appearances before the Fair Employment Tribunal.

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:

Estee Lauder employees sales associates who sell cosmetics at department stores located throughout Northern Ireland. (411 Store Location website)

Location of Operations: Provincewide

Employees:

Protestant	71
Roman Catholic	76
Non-determined	12
<hr/>	
Total	159

Analysis of Collected Data

Compliance with Northern Ireland Fair Employment Law and Code of Practice: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

Underrepresentation Analysis: The company's employee demographics include 44.65 percent identified as Protestant and 47.8 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: The company has not had any appearances before the Fair Employment Tribunal.

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 Authorised ShipCentre located in Belfast. The company identifies its Authorised ShipCentres as a network of retail partners. (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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Foot Locker Inc (FL)

ISIN: US3448491049

SEDOL: 2980906

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:

Foot Locker Inc has a franchise operation in Belfast. (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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: Indirect

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:

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. (Lindsay Ford 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Fossil Group Inc (FOSL)

ISIN: US34988V1061

SEDOL: BBGT609

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:

Fossil Group Inc has numerous store locations all over Northern Ireland. (Company website)

Location of Operations: Provincewide

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Gamestop Corporation (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: Not Available
Roman Catholics: Not Available

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

Description of Company Involvement:

In its 2011 Form 10K, Gamestop Corporation listed Jolt Networks Ltd., a Northern Ireland company, as a subsidiary. The company does not disclose this subsidiary in the more recent 2013 Form 10K. (2011 Form 10K; 2013 Form 10K)

Location of Operations: Belfast, Bangor, Newry, Londonderry

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Gencorp Inc. (GY)

ISIN: US3686821006

SEDOL: 2366959

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:

Gencorp Inc. has a subsidiary located in Belfast, Northern Ireland: European Space Propulsion. (2013 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: True

Roman Catholics: True

Description of Company Involvement:

General Electric Co. has 13 subsidiaries located in Northern Ireland. GE Healthcare has a sales and support office located in Belfast, Northern Ireland. Additionally, 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. (2013 Form 10K; Company website; SmartGridIreland website)

Location of Operations: Belfast and 7 other towns

Employees:

Protestant	53
Roman Catholic	41
Non-determined	38
<hr/>	
Total	132

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 40.15 percent identified as Protestant and 31.06 percent identified as Roman Catholic. Both groups appear 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: The company has not had any appearances before the Fair Employment Tribunal.

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

General Motors Co. (GM)

ISIN: US37045V1008

SEDOL: B665KZ5

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True

Endorsement Year: 1995

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:

General Motors Co. has a subsidiary in Northern Ireland, Charles Hurst Motors Ltd. (2013 Form 10K)

Location of Operations: Provincewide

Employees:

Protestant	523
Roman Catholic	209
Non-determined	60
<hr/>	
Total	792

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 66.04 percent identified as Protestant and 48.36 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Goldman Sachs Group, Inc. (GS)

ISIN: US38141G1040

SEDOL: 2407966

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:

The company has acquired joint control of Romanes Media Group, a British publisher with operations in Fermanagh County in Northern Ireland. Romanes Media Group has an office in Enniskillen. (MandASoft website; Romanes Media Group website)

Location of Operations: Enniskillen

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: Indirect

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 Tire & Rubber Co. currently has numerous licensed dealers for its tires throughout the province of Northern Ireland. (Goodyear EU website)

Location of Operations: Provincewide

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: Prior 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:

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. This involvement is last mentioned in the company's 2009 Form 10K. (2009 Form 10K)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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
<hr/>	
Total	Not Available

Analysis of Collected Data:

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

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: False

Roman Catholics: True

Underrepresentation Compared with Geographic Norm

Protestants: True

Roman Catholics: True

Description of Company Involvement:

Hewlett-Packard Co. has an office located in Belfast, Northern Ireland. (Company website)

Location of Operations: Belfast

Employees:

Protestant	28
Roman Catholic	28
Non-determined	50
<hr/>	
Total	106

Analysis of Collected Data

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

Underrepresentation Analysis: The company's employee demographics include 26.42 percent identified as Protestant and 26.42 percent identified as Roman Catholic. Both groups appear 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Hilton Worldwide Holdings Inc (HLT)

ISIN: US43300A1043

SEDOL: BH3XFX2

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:

Hilton Worldwide Holdings Inc owns the Hilton Belfast hotel in Belfast, Northern Ireland. (2013 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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 Process Solutions, a division of Honeywell International, Inc., has an office located in Lisburn, Northern Ireland. (Company website)

Location of Operations: Lisburn

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: Prior Involvement

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. There is no evidence that the company has had operations in Northern Ireland since 2008. According to the report, the company's policies reflect the fair employment standards as embodied in the MacBride principles and it has agreed to participate in regular workforce surveys which are administered by a third-party, independent monitor as appointed by the NY State Comptroller. (2010 NY State Comptroller Report)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Illinois Tool Works, Inc. (ITW)

ISIN: US4523081093

SEDOL: 2457552

Characterization of Involvement: Prior 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:

Illinois Tool Works' subsidiary, Signode Europe, previously listed a sales office in Portadown (County Armagh), Northern Ireland. The office sells and distributes steel and plastic strapping, seals, air bags, stretch film, hand tools, and power strapping machines. (Signode Europe website)

Location of Operations: Portadown

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: Prior 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:

The Northern Ireland Prison Service previously used a biometric hand reader made by Ingersoll Rand's former Schlage segment. Schlage was sold off in December 2013 as part of the spun-off Allegion plc. (Company Case Study)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: False

General Underrepresentation (<20 percent)
Protestants: False
Roman Catholics: True

Underrepresentation Compared with Geographic Norm
Protestants: False
Roman Catholics: True

Description of Company Involvement:

In May 2013, Intel Corp. acquired Aepona, which is located in Belfast, Northern Ireland. Also, the company has a research collaboration project with SAP in Northern Ireland. (Company website)

Location of Operations: Belfast

Employees:

Protestant	44
Roman Catholic	35
Non-determined	19
<hr/>	
Total	98

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

Underrepresentation Analysis: The company's employee demographics include 44.9 percent identified as Protestant and 35.7 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: The company has not had any appearances before the Fair Employment Tribunal.

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

The company reported the following regarding its operations in Northern Ireland: "Intel Corporation UK does have a research collaboration project ongo

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: True

Description of Company Involvement:

International Business Machines Corp. (IBM) has a subsidiary, IBM United Kingdom Ltd., with a location in Belfast, Northern Ireland. (Company website)

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 regarding 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. 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Interval Leisure Group Inc (ILG)

ISIN: US46113M1080

SEDOL: B3CLS07

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:

Interval Leisure Group Inc.'s subsidiary, Interval Software Services (Europe) Ltd., is located in Northern Ireland. (2013 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Iron Mountain Inc (IRM)

ISIN: US4628461067

SEDOL: 2542931

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:

Iron Mountain Inc has a contact office in Northern Ireland. (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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

2012 Verification of Data Response: The company did not 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, Inc. has an office located in Belfast, Northern Ireland. (Company website)

According to a report issued by the NY State Comptroller, the company's policies reflect the fair employment standards as embodied in the MacBride principles. In addition, it has agreed to participate in regular workforce surveys which are administered by a third-party, independent monitor as appointed by the NY State Comptroller, to ensure continuing employment compliance. (NY State Comptroller's Office website)

Location of Operations: Belfast

Employees:

Protestant	16
Roman Catholic	17
Non-determined	3
<hr/>	
Total	36

Analysis of Collected Data

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

Underrepresentation Analysis: The company's employee demographics include 44.44 percent identified as Protestant and 47.22 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: The company has not had any appearances before the Fair Employment Tribunal.

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: 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:

"In Northern Ireland, Johnson and Johnson is engaged in the sale of pharmaceutical products and medical devices and diagnostics to healthcare professionals. Johnson and Johnson does not lease or own any buildings, plants or administration offices in Northern Ireland. The Company currently employs three pharmaceutical sales reps and nine medical devices and diagnostics sales reps in Northern Ireland who work from their homes. [The company's involvement in Northern Ireland is] limited to the sale of pharmaceutical products and medical device and diagnostics to healthcare professionals and hospitals." Additionally, Johnson and Johnson adds, "As a global employer with well-established global fair employment and non-discrimination principles and policies, Johnson & Johnson complies with the spirit and intent of the MacBride Principles, where they align with United Kingdom employment legislation and are both appropriate and practical for a small workforce. The Company is committed to diversity in the workplace on all recognized bases, including, but not limited to religious belief or religious affiliation. While Johnson & Johnson has not formally adopted the MacBride Principles, the Company has long subscribed to the important workplace non-discrimination principles on which the MacBride principles are based." (Company Correspondence, received 03/04/2014)

Location of Operations: Employees work from home

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	12

Analysis of Collected Data:

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

Underrepresentation Analysis: The company does not disclose its employee demographics.

Affirmative Action Outreach: The company discloses the following regarding affirmative action: "The Company does not have an affirmative action plan or agreement. However, the Company's recruitment process is applied in accordance with its well-

established global fair employment and non-discrimination principles and policies." (Company Correspondence, received 03/04/2014)

Fair Employment Tribunal Claim Details: The company has not had any appearances before the Fair Employment Tribunal.

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

Johnson Controls Inc (JCI)

ISIN: US4783661071

SEDOL: 2476803

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's Global Workplace Solutions (GWS) division of its Building Efficiency business unit has one employee working at a client site in Belfast. (Company Correspondence, received 03/04/2014)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Kellogg Co (K)

ISIN: US4878361082

SEDOL: 2486813

Characterization of Involvement: Prior 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:

According to a report issued by the NY State Comptroller in 2010, Kellogg Co. of Great Britain employs four sales associates in Northern Ireland, all of whom work from their homes. There is no current evidence that the company is still present in Northern Ireland. (2010 NY State Comptroller Report)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: BOT7YX2

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, is located in Northern Ireland. (2013 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

LKQ Corp (LKQ)

ISIN: US5018892084

SEDOL: 2971029

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:

LKQ Corp has a subsidiary, Euro Car Parts (Northern Ireland) Ltd., that is located in Northern Ireland. (2013 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: True
Affirmative Action Agreement: False

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

Underrepresentation Compared with Geographic Norm
Protestants: False
Roman Catholics: True

Description of Company Involvement:

In Northern Ireland, ManpowerGroup provides recruitment and staffing services through Manpower UK Ltd. The company's global network of nearly 4,500 offices in eighty countries includes one branch office (Belfast Logistics - Manpower UK Ltd) and two client call centers (Belfast - Bombardier - Manpower UK Ltd and Riverside -BT) in Belfast and one additional location in Londonderry, Northern Ireland. (Company website; Company Correspondence, received 03/04/2014)

The company discloses the following regarding MacBride: "ManpowerGroup promotes and protects fair employment through its endorsement of the United Nations Global Compact Principles, and through its own internal policies and practices." (Company Correspondence, received 03/04/2014)

ManpowerGroup's total employee count includes the company's staff employees and associates (individuals that are placed on assignment with clients). (Company Correspondence, received 03/04/2014)

Location of Operations: Provincewide

Employees:

Protestant	524
Roman Catholic	279
Non-determined	107
<hr/>	
Total	910

Analysis of Collected Data

Compliance with Northern Ireland Fair Employment Law and Code of Practice: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

Underrepresentation Analysis: The company's employee demographics include 57.58 percent identified as Protestant and 48.36 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: The company discloses the following regarding affirmative action: "ManpowerGroup ensures all data is freely available and takes recommendations/ guidance from the Fair Employment Commission should they highlight issues of under-represented groups. However, such an issue has not come up due to the fact we ensure our policies are fair and no group is treated unfavorably." (Company Correspondence, received 03/04/2014)

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. (Company Correspondence, received 03/04/2014)

2012 Verification of Data Response: In 2012, the company provided a copy of their most recent Fair Employment Monitoring Report and additional information regarding the company's appearance before the Fair Employment Tribunal.

Response with suggested changes received 03/04/2014. Changes

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 and McLennan Cos., Inc. has a subsidiary, Sedgwick Ulster Pension Trustees Ltd., located in Belfast Northern Ireland. In addition, the company's Ireland-based Marsh UK Ltd. subsidiary has an office located in Belfast. (2013 Form 10K; Marsh UK website; My Local Services website)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: True

Underrepresentation Compared with Geographic Norm

Protestants: False

Roman Catholics: True

Description of Company Involvement:

McDonald's Corp has numerous franchises located throughout Northern Ireland. (Company website)

Location of Operations: Provincewide

Employees:

Protestant	79
Roman Catholic	22
Non-determined	9

Total	110
-------	-----

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 71.82 percent identified as Protestant and 20 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: The company has not had any appearances before the Fair Employment Tribunal.

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: Indirect

Overview of Northern Ireland Operations

MacBride Endorsement: True
Endorsement Year:

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:

Through its subsidiary MSD Informatics, Merck & Co Inc has a partnership with the Northern Ireland NHS to provide research and healthcare solutions for ongoing clinical trials. Although it is likely that the company maintains employees in Northern Ireland, no evidence of such can be found. (MSD website)

According to a report issued by the NY State Comptroller, the company's policies reflect the fair employment standards as embodied in the MacBride principles. In addition, it has agreed to participate in regular workforce surveys which are administered by a third-party, independent monitor as appointed by the NY State Comptroller, to ensure continuing employment compliance. The company adopted MacBride after inquiries were made on behalf of the State of Connecticut, which is obligated to divest of stock in firms operating in Northern Ireland who are not implementing the principles. (NY State Comptroller's Office website)

Location of Operations: Provincewide

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Microsoft Corporation (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: True

Roman Catholics: False

Underrepresentation Compared with Geographic Norm

Protestants: True

Roman Catholics: False

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

Protestant	6
Roman Catholic	12
Non-determined	8
<hr/>	
Total	26

Analysis of Collected Data

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

Underrepresentation Analysis: The company's employee demographics include 23.08 percent identified as Protestant and 46.15 percent 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Office Depot, Inc. (ODP)

ISIN: US6762201068

SEDOL: 2655981

Characterization of Involvement: Prior Involvement

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. had a store located in Belfast, Northern Ireland. There is no mention of it anymore on the Office Depot UK website, however. (Office Depot UK website)

According to a report issued by the NY State Comptroller, the company's policies reflect the fair employment standards as embodied in the MacBride principles. In addition, it has agreed to participate in regular workforce surveys which are administered by a third-party, independent monitor as appointed by the NY State Comptroller, to ensure continuing employment compliance. (NY State Comptroller's Office 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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)

Location of Operations: Belfast

Employees:

Protestant	31
Roman Catholic	37
Non-determined	13
<hr/>	
Total	81

Analysis of Collected Data

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

Underrepresentation Analysis: The company's employee demographics include 38.27 percent identified as Protestant and 45.68 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: The company has not had any appearances before the Fair Employment Tribunal.

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. (2013 Form 10K)

According to a report issued by the NY State Comptroller, the company's policies reflect the fair employment standards as embodied in the MacBride principles. In addition, it has agreed to participate in regular workforce surveys which are administered by a third-party, independent monitor as appointed by the NY State Comptroller, to ensure continuing employment compliance. (NY State Comptroller's Office website)

Location of Operations: Lurgan

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: True

General Underrepresentation (<20 percent)

Protestants: False

Roman Catholics: False

Underrepresentation Compared with Geographic Norm

Protestants: False

Roman Catholics: True

Description of Company Involvement:

Pepsico's Walker's snacks division sells snack products in Northern Ireland, and has 16 employees located in Northern Ireland. The company has a small operation that sells and distributes snacks, such as potato chips, in Northern Ireland. PepsiCo UK and Ireland began selling Walkers Crisps in Northern Ireland in 1997 through a third-party distributor, LMI. PepsiCo UK bought LMI's sales and marketing operations in 2003. (Company Correspondence, received 03/04/2014)

Location of Operations: Antrim

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

Protestant	9
-------------------	---

Roman Catholic	3
-----------------------	---

Non-determined	4; The company discloses that three employees did not self-identify as either
-----------------------	---

Protestant or Roman Catholic and one employee self-identified as another religion. (Company Correspondence, received 03/10/2014)

Total	16
--------------	----

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

Underrepresentation Analysis: The company's employee demographics include 56.25 percent identified as Protestant and 18.75 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: The company discloses the following regarding its affirmative action plan: "PepsiCo UK and Ireland's affirmative action policies are not specific to Northern Ireland operations, as the company's code requires that all decisions about postings, including recruitment, training, compensation, hiring and promoting, must be based solely on merit. Additionally, in the UK for a number of years, the company has had a system of open job posting, which means vacancies are posted on a job site visible

to all employees as externally. All hires complete an Equal Opportunity Monitoring Questionnaire in 'Fair Employment and Treatment, Order 1998'." (Company Correspondence, received 03/04/2014)

Fair Employment Tribunal Claim Details: The company has not had any appearances before the Fair Employment Tribunal.

2012 Verification of Data Response: The company did 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: False
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: True
Affirmative Action Agreement: False

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

Underrepresentation Compared with Geographic Norm
Protestants: False
Roman Catholics: True

Description of Company Involvement:

"In Northern Ireland, Pfizer is engaged in the sale of pharmaceutical products to healthcare professionals. Pfizer does not maintain a physical presence in Northern Ireland. The Company currently employs 17 pharmaceutical sales representatives in Northern Ireland who work from their homes and call upon appropriate healthcare and clinical facilities." Additionally, Pfizer adds: "The company discloses the following regarding MacBride Compliance: "...While Pfizer has not formally adopted the Principles, Pfizer has long been an adherent to the important workplace non discrimination principles on which the MacBride principles are formally based." (Company Correspondence, received 03/04/2014)

Location of Operations: Employees work from home

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

Protestant	10
Roman Catholic	6
Non-determined	1
<hr/>	
Total	17

Analysis of Collected Data

Compliance with Northern Ireland Fair Employment Law and Code of Practice: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

Underrepresentation Analysis: The company's employee demographics include 58.82 percent identified as Protestant and 35.29 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: The company discloses the following regarding affirmative action: "We do not have an affirmative action as this could be contrary to UK employment law; however we would follow fair and objective recruitment processes if we had any vacancies." (Company Correspondence, received 03/04/2014)

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 reply to IW Financial's request for verification of the collected data.

Phillips 66 (PSX)

ISIN: US7185461040

SEDOL: B78C4Y8

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:

Phillips 66 has a subsidiary located in Northern Ireland, JET Petrol Ltd. (2013 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: False

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 Carrickfergus, Co. Antrim, Northern Ireland. (Company website; Company Correspondence, received 03/04/2014)

Location of Operations: Carrickfergus

Employees:

Protestant	58
Roman Catholic	17
Non-determined	5
<hr/>	
Total	80

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 72.5 percent identified as Protestant and 11.49 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: The company discloses the following regarding affirmative action: "All recruitment is monitored by the Sales office Manager, Ireland. A Monitoring Return is submitted each year to the Equality Commission for Northern Ireland on the 6th August." (Company Correspondence, received 03/04/2014)

Fair Employment Tribunal Claim Details: The company has not had any appearances before the Fair Employment Tribunal.

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

Procter & Gamble Co. (PG)

ISIN: US7427181091

SEDOL: 2704407

Characterization of Involvement: Prior Involvement

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:

Procter & Gamble Co. has an exclusive distributor in Northern Ireland, Galgorm Group. The company previously had direct operations in Northern Ireland. According to a report issued by the NY State Comptroller in 2010, Procter and Gamble employs sales associates in Northern Ireland, all of whom work from their homes. There is no evidence of this involvement since 2010. (2010 NY State Comptroller Report)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: US6936561009

SEDOL: B3V9F12

Characterization of Involvement: Prior 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:

According to the company website in 2010, the company's Van Heusen brand was sold in a store in Banbridge, NI. As of 2014, the company no longer discloses such information. (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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: US7512121010

SEDOL: B4V9661

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 Belfast, Northern Ireland. (Company website)

Location of Operations: Antrim

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: Prior 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:

In 2010, Raytheon Systems Ltd., a subsidiary of Raytheon Co., had a facility located in Londonderry, Northern Ireland, but did not renew the lease for the office space. (Londonderry Sentinel 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Riverbed Technology Inc (RVBD)

ISIN: US7685731074

SEDOL: B1FH886

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:

The company's subsidiary, Opnet Technologies, has an international technical support agent, Business & Scientific Services Ltd., located in Belfast, Northern Ireland. (Opnet Technologies website)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: Not Available
Roman Catholics: Not Available

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

Description of Company Involvement:

Sally Beauty Holdings Inc. has a retail locations throughout Northern Ireland. (Company website)

Location of Operations: 8 locations

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Sanmina Corp. (SANM)

ISIN: US8010561020

SEDOL: B92RRW2

Characterization of Involvement: Prior Involvement

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:

Sanmina-SCI Corp. has a subsidiary, Sanmina-SCI Enclosure Systems Lisburn Ltd., located in Northern Ireland. (2008 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: Prior 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:

According to correspondence received from the company in 2009, 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

Total	Not Available
-------	---------------

Analysis of Collected Data:

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

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Stanley Black & Decker, Inc. (SWK)

ISIN: US8545021011

SEDOL: B3Q2FJ4

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:

Stanley Black & Decker, Inc. has a sales 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	Not Available
-------	---------------

Analysis of Collected Data

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

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Starbucks Corp. (SBUX)

ISIN: US8552441094

SEDOL: 2842255

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:

Starbucks Corp. indicated in Company Correspondence dating August 2012 that it has fifteen stores across Northern Ireland. (Company Correspondence, 08/2012)

According to a report issued by the NY State Comptroller, the company's policies reflect the fair employment standards as embodied in the MacBride principles. In addition, it has agreed to participate in regular workforce surveys which are administered by a third-party, independent monitor as appointed by the NY State Comptroller, to ensure continuing employment compliance. (NY State Comptroller's Office website)

Location of Operations: Antrim, Banbridge, Bangor, Belfast, Coleraine, Londonderry, Newry, Craigavon

Employees:

Protestant	90
Roman Catholic	78
Non-determined	10
<hr/>	
Total	178

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

Underrepresentation Analysis: The company's employee demographics include 50.56 percent identified as Protestant and 43.82 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Starwood Hotels & Resorts Worldwide, Inc. (HOT)

ISIN: US85590A4013

SEDOL: B12GHV2

Characterization of Involvement: Prior 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:

In 2011 Starwood Hotels and Resorts Worldwide, Inc. partnered with McAleer and Rushe Group to build the London-Leicester Square Hotel, a 10-story, mixed-use development. McAleer and Rushe is a construction and property development company headquartered 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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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:

The company has several subsidiaries, including Arnotts (Fruit) Ltd., Crossgar Foodservice Ltd. and Crossgar Frozen Foods Ltd., that are located in Northern Ireland. Also, the company's subsidiary, Pallas Foods, acquired the food services division of the Keelings Group and Crossgar Foodservice, a leading food service supplier in Northern Ireland. (2014 Form 10K; Pallas Company website)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Terex Corp. (TEX)

ISIN: US8807791038

SEDOL: 2884224

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:

Terex Corp. manufactures Mobile crushers and mobile screens in Omagh and Dungannon, Northern Ireland. Terex Corp. also has subsidiaries, Matbro (N.I.) Ltd., Finlay Hydrascreen (Omagh) Ltd., Powerscreen Manufacturing Ltd., and Terex International Financial Services Co. in Northern Ireland. (2013 Form 10K)

Location of Operations: Dungannon, Omagh

Employees:

Protestant	194
Roman Catholic	559
Non-determined	59
<hr/>	
Total	812

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

Underrepresentation Analysis: The company's employee demographics include 23.89 percent identified as Protestant and 68.84 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: The company discloses that its operations in Dungannon have an affirmative action plan in place. (Company Correspondence, received 03/04/2014)

Fair Employment Tribunal Claim Details: The company has not had any appearances before the Fair Employment Tribunal.

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

Tim Hortons Inc (THI)

ISIN: CA88706M1032

SEDOL: B4R2V25

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:

As of the end of 2013, Tim Hortons Inc has 59 self-serve Tim Hortons kiosks throughout the United Kingdom. The company has four staff members that work on international activities in Ireland and the United Kingdom, Luxembourg, and the GCC. (2013 Form 10K) The company discloses in Correspondence dating 03/2014 that some of its self-serve kiosks are located within SPAR, Nisa and Vivo convenience store locations in Northern Ireland, United Kingdom. The company itself does not employ and personnel in Northern Ireland. (Company Correspondence, received 03/04/2014)

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: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

2012 Verification of Data Response: The company did 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 stores located in Northern Ireland. (Company website)

Location of Operations: Provincewide

Employees:

Protestant	172
Roman Catholic	213
Non-determined	10
<hr/>	
Total	395

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 43.54 percent identified as Protestant and 48.36 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: The company has not had any appearances before the Fair Employment Tribunal.

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: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Tyco International Ltd. has the following subsidiaries in Northern Ireland, Controlled Electronics Management Systems Ltd. and Intellectual Systems Ltd. (2013 Form 10K)

Location of Operations: Belfast, Bangor

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

United Continental Holdings (UAL)

ISIN: US9100471096

SEDOL: B4QG225

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:

United Continental Holdings has flights between its New York hub at Newark Liberty International Airport and Belfast International Airport. (Company website)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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. (United Parcel Services Inc. - Company website; Mail Boxes Etc. UK - Company website)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: True

Underrepresentation Compared with Geographic Norm

Protestants: False

Roman Catholics: True

Description of Company Involvement:

United Technologies Fire and Security division purchased Chubb Security in 2003, which has a location in Belfast, Northern Ireland. The company's Otis Elevator division also has a location in Belfast, Northern Ireland. (NYC Comptroller website)

In July 2012, United Technologies Corp. completed its acquisition of Goodrich Corp. Goodrich Corp.'s Engine Control Systems segment has a manufacturing facility located in Northern Ireland. (Goodrich Corp. 2011 Form 10K)

Location of Operations: Belfast

Employees:

Protestant	25
Roman Catholic	14
Non-determined	4
<hr/>	
Total	43

Analysis of Collected Data

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

Underrepresentation Analysis: The company's employee demographics include 58.14 percent identified as Protestant and 32.56 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Urban Outfitters, Inc. (URBN)

ISIN: US9170471026

SEDOL: 2933438

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:

Urban Outfitters, Inc. has a retail store located in Belfast, Northern Ireland. (Company website)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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: False

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

Underrepresentation Compared with Geographic Norm
Protestants: True
Roman Catholics: False

Description of Company Involvement:

Visa subsidiary Cybersource operates a research and enterprise management facility in Belfast, Northern Ireland. (Cybersource website)

The company discloses the following regarding its Northern Ireland operations: "CyberSource, a Visa subsidiary which has an operating unit in Northern Ireland consisting of approximately 90 employees, has also adopted programs and policies that reinforce Visa's commitment to equal employment opportunity. In addition to following Visa's as well as its own non-discrimination policies, CyberSource complies with the standards of the Northern Ireland Fair Employment legislation, as updated by the Fair Employment and Treatment (Northern Ireland) Order of 1998. In addition, the Company is registered and cooperates with the Equality Commission for Northern Ireland which oversees equal opportunity in employment. CyberSource also regularly participates in voluntary reviews of its recruitment, training and promotion practices and partners with the Fair Employment Commission to ensure it has adopted practices which will ensure fair participation from members of all communities represented by the workforce in Northern Ireland. As a result of these efforts, CyberSource has not been subject to any employment tribunal claim challenging its non-discriminatory practices." (Company Correspondence, received 03/04/2014)

Location of Operations: Belfast

Employees:

Protestant	25
Roman Catholic	50
Non-determined	15
<hr/>	
Total	90

Analysis of Collected Data:

Compliance with Northern Ireland Fair Employment Law and Code of Practice: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

Underrepresentation Analysis: The company's employee demographics include 27.78 percent identified as Protestant and 55.56 percent 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: The company discloses the following regarding an affirmative action plan: "While we are not obligated to provide a mandatory affirmative action plan we regularly work with the Equality Commission to complete an Article 55 review to ensure there is fair participation and representation from members of each community. We have also worked with the Equality Commission to ensure that our recruitment practices are fair and non-discriminatory. Finally, staff involved in the recruitment process attend training provided by the Equality Commission to ensure on-going compliance with equality best practices and processes." (Company Correspondence, received 03/04/2014)

Fair Employment Tribunal Claim Details: The company has not had any appearances before the Fair Employment Tribunal.

2012 Verification of Data Response: The company did 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: True

Description of Company Involvement:

Vornado Realty Trust holds a 32.6 percent interest in Toys "R" Us. Toys "R" Us lists three store locations in Northern Ireland: Belfast; Derry City/Londonderry; and Sprucefield (Lisburn). (2013 Form 10K; Company website; Toys "R" Us UK website)

Location of Operations: Belfast, Derry City/Londonerry, Lisburn

Employees:

Protestant	56
Roman Catholic	39
Non-determined	4
<hr/>	
Total	99

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 56.57 percent identified as Protestant and 20.31 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: The company has not had any appearances before the Fair Employment Tribunal.

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. (2012 Form 10K; ASDA website)

Location of Operations: 17 locations

Employees:

Protestant	2314
Roman Catholic	2043
Non-determined	44
<hr/>	
Total	4401

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 52.58 percent identified as Protestant and 46.42 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: The company has not had any appearances before the Fair Employment Tribunal.

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)

According to a report issued by the NY State Comptroller, Walt Disney Co. is in compliance with MacBride Principles. The company reached an agreement on implementation of the MacBride principles upon discussion with the New York City Comptroller's office in 1996. (NY State Comptroller's Office website)

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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

Wyndham Worldwide Corporation (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, including Belfast and Derry. (Ramada website; Days Inn website)

Location of Operations: Belfast, Derry

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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 a number of KFC and Pizza Hut stores in Northern Ireland, which are owned and operated by franchisees. (KFC website; Pizza Hut website)

Location of Operations: Provincewide

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 regarding the company's fair employment policies and operations in Northern Ireland.

Underrepresentation Analysis: The company does not disclose its 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: The company has not had any appearances before the Fair Employment Tribunal.

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