



## State of New Jersey

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January 10, 2014

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, 2013, 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 "Chris McDonough".

Christopher McDonough  
Acting Director

Attachment





**Northern Ireland Screen  
For the State of New Jersey  
2013**

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## Introduction

This report is furnished pursuant to P.L. 1987, c. 177 (the "Act") and includes a summary of U.S. companies with operations in Northern Ireland in which the assets of the State pension and annuity funds are invested as of October 31, 2013, 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 3,433 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 captured 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 from percentage of Protestants and/or Roman Catholics in the NUTS area where the company operates. For instance, a company will be captured 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	128
Roman Catholic	17
Non-determined	5
Total	150

### 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 85.3 percent identified as Protestant and 11.3 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:** No information is available regarding whether the company has an affirmative action agreement in place.

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Abbott Laboratories (ABT)

---

ISIN: US0028241000

SEDOL: 2002305

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE  
Endorsement Year: 2001

Fair Employment Tribunal Appearance: FALSE  
Affirmative Action Agreement: Unknown

#### General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

#### Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

According to a report issued by the NY State Comptroller 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. (NY State Comptroller's Office website)

Location of Operations: Employees work from home

#### Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	9

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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



## Abercrombie & Fitch Co. (ANF)

---

ISIN: US0028962076

SEDOL: 2004185

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE  
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE  
Affirmative Action Agreement: Unknown

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

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

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

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

### Analysis of Collected Data:

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

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

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Accenture plc (ACN)

---

ISIN: IE00B4BNMY34

SEDOL: B4BNMY3

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 an office 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Acco Brands Corp. (ACCO)

---

ISIN: US00081T1088

SEDOL: B0G7SZ5

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

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

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Actavis plc (ACT)

---

ISIN: IE00BD1NQJ95

SEDOL: B01NQJ9

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2002

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

Actavis plc has a subsidiary, Nicobrand Ltd., which operates in Northern Ireland. (2012 Form 10K; Nicobrand website) Additionally, in October 2013, Actavis completed the acquisition of Warner Chilcott, which operates a research and development facility located in Larne, Northern Ireland. Warner Chilcott also maintains several subsidiaries in Northern Ireland. (Warner Chilcott 2012 Form 10K)

Location of Operations: Coleraine

### Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	26

### Analysis of Collected Data:

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

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

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## 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 Eden Village Produce Ltd. (2012 Form 10K)

Location of Operations: Carrickfergus

### Employees:

Protestant	246
Roman Catholic	39
Non-determined	8
<hr/>	
Total	293

### 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 84 percent identified as Protestant and 13.3 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:** No information is available regarding whether the company has an affirmative action agreement in place.

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Alcoa Inc. (AA)

---

ISIN: US0138171014

SEDOL: 2021805

Characterization of Involvement: Indirect

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2002

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Unspecified

### Employees:

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

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Allstate Corp. (ALL)

---

ISIN: US0200021014

SEDOL: 2019952

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2000

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: 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. (2012 Form 10K; company website)

Location of Operations: Belfast, Londonderry, Strabane

### Employees:

Protestant	566
Roman Catholic	1026
Non-determined	435
Total	2027

### Analysis of Collected Data:

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

**Underrepresentation Analysis:** The company's employee demographics include 27.9 percent identified as Protestant and 50.6 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:** Not applicable

**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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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



## American International Group Inc. (AIG)

---

ISIN: US0268747849

SEDOL: 2027342

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2004

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	2

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## AON plc (AON)

---

ISIN: GB00B5BTOK07

SEDOL: B5BTOK0

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1991

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: FALSE

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Belfast

Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	41

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## 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
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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** The case was dismissed.

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

## Avon Products Inc. (AVP)

---

ISIN: US0543031027

SEDOL: 2066721

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

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

Location of Operations: Employees work from home

### Employees:

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

### Analysis of Collected Data:

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

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

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## AVX Corp. (AVX)

---

ISIN: US0024441075

SEDOL: 2053983

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1996

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: FALSE

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: TRUE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: TRUE

### Description of Company Involvement:

AVX Corp. has a manufacturing and research facility in Coleraine, Northern Ireland. (2012 Form 10K)

Location of Operations: Coleraine

### Employees:

Protestant	230
Roman Catholic	75
Non-determined	14
Total	319

### Analysis of Collected Data:

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

**Underrepresentation Analysis:** The company's employee demographics include 72.1 percent identified as Protestant and 23.5 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

**2012 Verification of Data Response:** The company did 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: TRUE

Endorsement Year: 2007

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 correspondence its manufacturing operation in Belfast, Northern Ireland was closed during 2010. (Company Correspondence, received 11/29/2011)

Location of Operations: Unspecified

### Employees:

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

### Analysis of Collected Data:

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

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

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Baxter International Inc. (BAX)

---

ISIN: US0718131099

SEDOL: 2085102

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Baxter

Employees:

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

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Be Aerospace Inc. (BEAV)

---

ISIN: US0733021010

SEDOL: 2089427

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: TRUE

### Description of Company Involvement:

Be Aerospace Inc. has a manufacturing facility located in Kilkeel, Northern Ireland. (2012 Form 10K)

Location of Operations: Kilkeel

### Employees:

Protestant	262
Roman Catholic	263
Non-determined	17
Total	542

### 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 48.3 percent identified as Protestant and 48.5 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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



## Blackstone Group L.P. (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: TRUE

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. The company also has acquired companies that are located in Northern Ireland. (Company website; Monitoring report website)

Location of Operations: Belfast

### Employees:

Protestant	61
Roman Catholic	92
Non-determined	33
Total	186

### 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 32.8 percent identified as Protestant and 49.46 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:** Not applicable

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

## Brink's Co. (BCO)

---

ISIN: US1096961040

SEDOL: 2691305

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: 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 Limited is based out of Belfast, Northern Ireland. (2012 Form 10K; Brink's Ireland website)

Location of Operations: Belfast

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

Protestant	35
Roman Catholic	10
Non-determined	0
Total	45

### 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 77.8 percent identified as Protestant and 22.2 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## 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
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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Caterpillar Inc. (CAT)

---

ISIN: US1491231015

SEDOL: 2180201

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2002

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: TRUE

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

### Description of Company Involvement:

Caterpillar Inc. has several subsidiaries in Northern Ireland, including, F.G. Wilson (Engineering) Ltd. and Halco Drilling (Ireland) Ltd.. (2012 Form 10K)

Location of Operations: Larne, Newtownabbey, Belfast

### Employees:

Protestant	1583
Roman Catholic	673
Non-determined	149
Total	2405

### 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 65.8 percent identified as Protestant and 28 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## CBRE Group Inc. (CBG)

---

ISIN: US12497T1016

SEDOL: B018V21

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

Protestant	14
Roman Catholic	10
Non-determined	2
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 53.85 percent identified as Protestant and 38.46 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 an affirmative action plan: "As part of our Article 55 Review, due to be carried out over the coming year for Fair Employment Monitoring purposes, we will be formally looking at the area of Fair Participation, to determine whether affirmative action is required." (Company Correspondence)

**Fair Employment Tribunal Claim Details:** Not applicable

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

## CBS Corp. (CBS)

---

ISIN: US1248572026

SEDOL: B0SRLH6

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2006

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

CBS Corp. has a subsidiary, ABC Outdoor Ltd., located in Northern Ireland. (2012 Form 10K)

Location of Operations: Belfast

Employees:

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

### Analysis of Collected Data:

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

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

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Chevron Corp. (CVX)

---

ISIN: US1667641005

SEDOL: 2838555

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1991

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

Chevron Corp.'s Texaco brand has numerous gas stations located in Northern Ireland. (Texaco company website - Network)

Location of Operations: Belfast and 60 service stations

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

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	30

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

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

Protestant	55
Roman Catholic	10
Non-determined	3
Total	68

### 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 80.9 percent identified as Protestant and 14.7 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:** Not applicable

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



## CIENA Corp. (CIEN)

---

ISIN: US1717793095

SEDOL: B1FLZ21

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: TRUE

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

Protestant	119
Roman Catholic	55
Non-determined	16
Total	190

### 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 62.63 percent identified as Protestant and 28.94 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Citigroup Inc. (C)

---

ISIN: US1729671016

SEDOL: 2297907

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2001

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: TRUE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: TRUE

Roman Catholics: FALSE

### Description of Company Involvement:

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

Location of Operations: Derry, Lisburn, Belfast

### Employees:

Protestant	367
Roman Catholic	406
Non-determined	206
Total	979

### 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 37.5 percent identified as Protestant and 41.5 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:** Not applicable

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

## CME Group Inc. (CME)

---

ISIN: US12572Q1058

SEDOL: 2965839

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

CME Group Inc. has a subsidiary in Northern Ireland, CME Technology and Support Services Ltd. (2012 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Coca-Cola Co. (KO)

ISIN: US1912161007

SEDOL: 2206657

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2005

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: TRUE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: TRUE

Roman Catholics: FALSE

### 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. (2012 Form 10K; Coca-Cola Hellenic website; Coca-Cola Hellenic Press Release, 09/08/2010)

Location of Operations: Lisburn

### Employees:

Protestant	417
Roman Catholic	250
Non-determined	70
Total	737

### 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 56.6 percent identified as Protestant and 33.9 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:** Not applicable

**2012 Verification of Data Response:** The company did not 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:

According to a report issued by the NY State Comptroller, the company employed one person in Northern Ireland as of 2008. (NY State Comptroller's Office website)

Location of Operations: Unspecified

### Employees:

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

### Analysis of Collected Data:

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

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

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## CVS Caremark Corp. (CVS)

---

ISIN: US1266501006

SEDOL: 2577609

Characterization of Involvement: 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 Caremark 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
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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Danaher Corp. (DHR)

---

ISIN: US2358511028

SEDOL: 2250870

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2003

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

Protestant	49
Roman Catholic	49
Non-determined	10
Total	108

### 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 45.37 percent identified as Protestant and 45.37 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## 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
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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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



## Dow Chemical Co. (DOW)

---

ISIN: US2605431038

SEDOL: 4278676

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE  
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE  
Affirmative Action Agreement: Unknown

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

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

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	25

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

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

---

ISIN: US2635341090

SEDOL: 2018175

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1992

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

### Description of Company Involvement:

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

Location of Operations: Derry

### Employees:

Protestant	62
Roman Catholic	111
Non-determined	0
Total	173

### 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 35.8 percent identified as Protestant and 64.2 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Eli Lilly & Co. (LLY)

ISIN: US5324571083

SEDOL: 2516152

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

According to a report issued by the NY State Comptroller 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. (Almac Press Release, 9/15/2009)

Location of Operations: Employees work from home

### Employees:

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

### Analysis of Collected Data:

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

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

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## 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: FALSE

### Description of Company Involvement:

Emerson Climate Technologies has a production plant, Copeland Ltd., located in Cookstown, Northern Ireland. The facility manufactures compressors for air-conditioning, refrigeration, and heating systems. (Company website)

Location of Operations: Cookstown

### Employees:

Protestant	72
Roman Catholic	110
Non-determined	18
Total	200

### 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 percent identified as Protestant and 55 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## 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	64
Roman Catholic	68
Non-determined	12
<hr/>	
Total	144

### Analysis of Collected Data:

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

**Underrepresentation Analysis:** The company's employee demographics include 44.4 percent identified as Protestant and 47.2 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## 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: 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Ford Motor Co. (F)

---

ISIN: US3453708600

SEDOL: 2615468

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1998

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: TRUE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: TRUE

### Description of Company Involvement:

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

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

### Employees:

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

### 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 75 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:** Not applicable

**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: US3498821004

SEDOL: 2346627

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

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

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Gamestop Corp. (GME)

---

ISIN: US36467W1099

SEDOL: B0LLFT5

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: TRUE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: TRUE

Roman Catholics: FALSE

### 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 2012 Form 10K. (2011 Form 10K; 2012 Form 10K)

Location of Operations: Belfast, Bangor, Newry, Londonderry

### Employees:

Protestant	10
Roman Catholic	18
Non-determined	5
Total	33

### 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 30.3 percent identified as Protestant and 54.55 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:** Not applicable

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

## Gap Inc. (GPS)

---

ISIN: US3647601083

SEDOL: 2360326

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:

Gap Inc. has three stores (two in Belfast and one in Banbridge) located in Northern Ireland. (Company Correspondence)

Location of Operations: Belfast, Banbridge

### Employees:

Protestant	30
Roman Catholic	16
Non-determined	6
<hr/>	
Total	52

### 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 57.69 percent identified as Protestant and 30.77 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## General Electric Co. (GE)

ISIN: US3696041033

SEDOL: 2380498

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1998

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

### Description of Company Involvement:

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. (2012 Form 10K; Company website; SmartGridIreland website)

Location of Operations: Belfast and 7 other towns

### Employees:

Protestant	60
Roman Catholic	43
Non-determined	4
Total	107

### 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 56.1 percent identified as Protestant and 40.2 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## 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. (2012 Form 10K)

Location of Operations: Belfast, Newtonards, Newtownabbey, Lisburn, Portadown, Dundonald

### Employees:

Protestant	549
Roman Catholic	217
Non-determined	60
<hr/>	
Total	826

### 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 66.46 percent identified as Protestant and 26.27 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## 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
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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Goodyear Tire & Rubber Co. (GT)

---

ISIN: US3825501014

SEDOL: 2378200

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2001

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: 28 locations

### Employees:

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

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Harsco Corp. (HSC)

---

ISIN: US4158641070

SEDOL: 2412700

Characterization of Involvement: 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: 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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



## Henry Schein Inc. (HSIC)

---

ISIN: US8064071025

SEDOL: 2416962

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

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

### Analysis of Collected Data:

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

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

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Hewlett-Packard Co. (HPQ)

---

ISIN: US4282361033

SEDOL: 2424006

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1989

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: TRUE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: TRUE

Roman Catholics: TRUE

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

Protestant	19
Roman Catholic	26
Non-determined	52
<hr/>	
Total	97

### 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 19.6 percent identified as Protestant and 26.8 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:** Not applicable

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

## Honeywell International Inc. (HON)

---

ISIN: US4385161066

SEDOL: 2020459

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1998

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

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

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## IAC InterActiveCorp. (IACI)

---

ISIN: US44919P5089

SEDOL: B0F0F09

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2006

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	2

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Illinois Tool Works Inc. (ITW)

---

ISIN: US4523081093

SEDOL: 2457552

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:

Illinois Tool Works' subsidiary, Signode Europe, has 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; Craigavon Industrial Development Organization website)

Location of Operations: Craigavon

### Employees:

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

### Analysis of Collected Data:

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

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

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Ingersoll-Rand Plc (IR)

---

ISIN: IE00B6330302

SEDOL: B633030

Characterization of Involvement: Indirect

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Unspecified

### Employees:

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

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Intel Corp. (INTC)

---

ISIN: US4581401001

SEDOL: 5118373

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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: Unspecified

### Employees:

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

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## International Business Machines Corp. (IBM)

ISIN: US4592001014

SEDOL: 2013802

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1992

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: TRUE

### Description of Company Involvement:

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

Location of Operations: Belfast

Employees:

Protestant	33
Roman Catholic	23
Non-determined	11
Total	67

### 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 49.3 percent identified as Protestant and 34.3 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:** No information is available regarding whether the company has an affirmative action agreement in place.

**Fair Employment Tribunal Claim Details:** Not applicable

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



## Johnson & Johnson (JNJ)

---

ISIN: US4781601046

SEDOL: 2475833

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Employees work from home

### Employees:

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

### Analysis of Collected Data:

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

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

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## 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 two employees working at a client site in Belfast. (Company Correspondence)

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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Kellogg Co. (K)

---

ISIN: US4878361082

SEDOL: 2486813

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE  
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE  
Affirmative Action Agreement: Unknown

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

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

### Description of Company Involvement:

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

Location of Operations: Employees work from home

### Employees:

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

### Analysis of Collected Data:

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

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

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Laboratory Corp. Of America Holdings (LH)

---

ISIN: US50540R4092

SEDOL: 2586122

Characterization of Involvement: Indirect

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Unspecified

### Employees:

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

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## ManpowerGroup (MAN)

---

ISIN: US56418H1005

SEDOL: 2562490

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: TRUE

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:

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

Location of Operations: Provincewide

### Employees:

Protestant	70
Roman Catholic	100
Non-determined	15
<b>Total</b>	<b>185</b>

### 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 37.8 percent identified as Protestant and 54.1 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:** Through correspondence the company reports appearing before the Fair Employment Tribunal twice for religious discrimination. The company won in one instance and settled in the other.

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

## Marriott International Inc. (MAR)

ISIN: US5719032022

SEDOL: 2210614

Characterization of Involvement: Planned Future Involvement

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

Protestant	Not Available
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Roman Catholic	Not Available
----------------	---------------

Non-determined	Not Available
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Total	Not Available
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### Analysis of Collected Data:

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

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

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Marsh & McLennan Cos. Inc. (MMC)

ISIN: US5717481023

SEDOL: 2567741

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1994

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

Marsh & McLennan Cos., Inc. has 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. (2012 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
<b>Total</b>	<b>44</b>

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## McDonald's Corp. (MCD)

---

ISIN: US5801351017

SEDOL: 2550707

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1994

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: TRUE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: TRUE

### Description of Company Involvement:

McDonald's Corp. has two company-owned restaurants and 25 franchise restaurants located in Northern Ireland. The company reported that it had 243 employees in Northern Ireland. (NY State Comptroller's Office website)

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

### Employees:

Protestant	58
Roman Catholic	14
Non-determined	16
Total	88

### 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 65.9 percent identified as Protestant and 15.9 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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



## Merck & Co. Inc. (MRK)

---

ISIN: US58933Y1055

SEDOL: 2778844

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2002

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: FALSE

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: TRUE

Roman Catholics: FALSE

### Description of Company Involvement:

The company has a small pharmaceutical sales force of approximately 17 employees operating in Northern Ireland. (New York State Comptrollers Report)

Location of Operations: Employees work from home

### Employees:

Protestant	6
Roman Catholic	9
Non-determined	1
Total	16

### 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 37.5 percent identified as Protestant and 56.25 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:** Not applicable

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

## Microsoft Corp. (MSFT)

---

ISIN: US5949181045

SEDOL: 2588173

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2006

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

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

### Analysis of Collected Data:

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

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

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Molson Coors Brewing Co. (TAP)

---

ISIN: US60871R2094

SEDOL: B067BM3

Characterization of Involvement: 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:

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

Location of Operations: Belfast

### Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Office Depot Inc. (ODP)

---

ISIN: US6762201068

SEDOL: 2655981

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2006

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	29

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Oracle Corp. (ORCL)

---

ISIN: US68389X1054

SEDOL: 2661568

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: TRUE

Roman Catholics: FALSE

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

Protestant	28
Roman Catholic	34
Non-determined	7
<hr/>	
Total	69

### 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 40.6 percent identified as Protestant and 49.3 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:** Not applicable

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

## Oxford Industries Inc. (OXM)

---

ISIN: US6914973093

SEDOL: 2665300

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2006

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

Oxford Industries Inc. has an administrative, sales, distribution, and manufacturing facility located in Lurgan, Northern Ireland. (2012 Form 10K)

Location of Operations: Lurgan

### Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	72

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Pepsico Inc. (PEP)

---

ISIN: US7134481081

SEDOL: 2681511

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE  
Endorsement Year: 2006

Fair Employment Tribunal Appearance: FALSE  
Affirmative Action Agreement: Unknown

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

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

### Description of Company Involvement:

Pepsico's Walker's snacks division sells snack products in Northern Ireland, and has 31 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 & 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. (New York State Comptroller's Office Report on Northern Ireland Investment)

Location of Operations: Antrim

### Employees:

Protestant	22
Roman Catholic	11
Non-determined	0
Total	33

### 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 66.7 percent identified as Protestant and 33.3 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Pfizer Inc. (PFE)

ISIN: US7170811035

SEDOL: 2684703

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2000

Fair Employment Tribunal Appearance: TRUE

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:

According to a report issued by the NY State Comptroller, Pfizer's Pharmacia subsidiary employs sales associates in Northern Ireland. The sales associates, who number approximately 38, work from home and report to a subsidiary in England.

In addition, company subsidiary, Pfizer UK, established the Pfizer UK Foundation. It supports community based projects that tackle health inequalities in England, Northern Ireland, Scotland, and Wales, which fall outside core NHS statutory funding. The aim is to support projects providing tailored, innovative, modest, and local solutions to needs defined by local healthcare and social care experts, community groups, and charities. (NY State Comptroller's Office website; Company website)

Location of Operations: Employees work from home

### Employees:

Protestant	19
Roman Catholic	11
Non-determined	4
Total	34

### 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 55.9 percent identified as Protestant and 32.4 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:** Company subsidiary, Pfizer Ltd., appeared before the Fair Employment Tribunal in 2008. The case was dismissed.

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



## PPG Industries Inc. (PPG)

---

ISIN: US6935061076

SEDOL: 2698470

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE  
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE  
Affirmative Action Agreement: Unknown

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

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

### Description of Company Involvement:

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

Location of Operations: Antrim

### Employees:

Protestant	62
Roman Catholic	15
Non-determined	4
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 76.5 percent identified as Protestant and 18.5 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable.

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

## Procter & Gamble Co. (PG)

---

ISIN: US7427181091

SEDOL: 2704407

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1991

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Employees work from home

### Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	5

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## PVH Corp. (PVH)

---

ISIN: US7185921084

SEDOL: 2685900

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

According to the company website in 2010, the company's Van Heusen brand was sold in a store in Banbridge, NI. As of 2013, the company no longer discloses such information. (Company website)

Location of Operations: Banbridge

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Ralph Lauren Corp. (RL)

---

ISIN: 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 Antrim, Northern Ireland. (Company website)

Location of Operations: Antrim

### Employees:

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

### Analysis of Collected Data:

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

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

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Raytheon Co. (RTN)

---

ISIN: US7551115071

SEDOL: 2758051

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Derry

### Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<b>Total</b>	<b>0</b>

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Riverbed Technology Inc. (RVBD)

---

ISIN: US7685731074

SEDOL: B1FH886

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:

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: 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## 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:

According to a report issued by the NY State Comptroller, Black & Decker has four sales associates in Northern Ireland, all of whom work from home. (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
<b>Total</b>	<b>4</b>

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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



## 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: TRUE

### Description of Company Involvement:

Starbucks Corp. has fifteen stores across Northern Ireland. (Company Correspondence)

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

### Employees:

Protestant	99
Roman Catholic	74
Non-determined	51
<hr/>	
Total	224

### Analysis of Collected Data:

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

**Underrepresentation Analysis:** The company's employee demographics include 44.2 percent identified as Protestant and 33 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

**2012 Verification of Data Response:** The company did 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: 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:

Starwood Hotels & Resorts Worldwide, Inc. partnered with McAleer & 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
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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Stericycle Inc. (SRCL)

---

ISIN: US8589121081

SEDOL: 2860826

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Antrim

### Employees:

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

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Sysco Corp. (SYU)

---

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 a subsidiary, Arnotts (Fruit) Ltd., that is 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. (2013 Form 10K; Pallas 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Tiffany & Co. (TIF)

---

ISIN: US8865471085

SEDOL: 2892090

Characterization of Involvement: Indirect

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

In its 2009 Form 10K, the company disclosed that it offered a selection of merchandise for purchase in England, Wales, Northern Ireland, and Scotland through its U.K. website at [www.tiffany.com/uk](http://www.tiffany.com/uk). The company's 2012 10K no longer lists such information. (2009 Form 10K; 2012 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Tim Hortons Inc. (THI)

---

ISIN: US88706M1036

SEDOL: B108FL6

Characterization of Involvement: 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:

2009 company correspondence indicated that Tim Hortons Inc. has 45 self-serve kiosks in SPAR convenience stores in Northern Ireland. SPAR is one of the world's largest international food retail chains. The company does not have any employees or facilities in Northern Ireland. There is no mention in the most recent 2012 Form 10K, or record of updated correspondence, indicting current involvement in Northern Ireland. (Company Correspondence, 2009)

Location of Operations: Unspecified

### Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<b>Total</b>	<b>0</b>

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## TJX Companies Inc. (TJX)

---

ISIN: US8725401090

SEDOL: 2989301

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2009

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

Protestant	198
Roman Catholic	214
Non-determined	18
<hr/>	
Total	430

### 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 46 percent identified as Protestant and 49.8 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:** Not applicable

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

## Tyco International Ltd. (TYC)

---

ISIN: CH0100383485

SEDOL: 57039

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1994

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

### Description of Company Involvement:

Tyco International Ltd. has the following subsidiaries in Northern Ireland: Controlled Electronics Management Systems Ltd. and Intellectual Systems Ltd. (2012 Form 10K)

Location of Operations: Belfast and Bangor

### Employees:

Protestant	87
Roman Catholic	69
Non-determined	24
Total	180

### 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 55.8 percent identified as Protestant and 38.33 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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



## 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
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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## United 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
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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## United Technologies Corp. (UTX)

---

ISIN: US9130171096

SEDOL: 2915500

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2001

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: TRUE

Underrepresentation Compared with Geographic Norm

Protestants: TRUE

Roman Catholics: TRUE

### Description of Company Involvement:

United Technologies Fire & Security division purchased Chubb Security in July 2007, which has a subsidiary, Initial Electronic Security System, located in Belfast, Northern Ireland. (NYC Comptroller)

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 Belfast, Northern Ireland. (Goodrich Corp. 2011 Form 10K; Goodrich Corp. website)

Location of Operations: Belfast

### Employees:

Protestant	27
Roman Catholic	16
Non-determined	3
Total	72

### 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 37.5 percent identified as Protestant and 22.2 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:** Not applicable

**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: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

Protestant	10
Roman Catholic	12
Non-determined	13
Total	35

### 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 45.5 percent identified as Protestant and 54.5 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## URS Corp. (URS)

---

ISIN: US9032361076

SEDOL: 2910550

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: Unknown

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

Protestant	89
Roman Catholic	73
Non-determined	11
Total	173

### 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 51.4 percent identified as Protestant and 42.2 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Verizon Communications (VZ)

---

ISIN: US92343V1044

SEDOL: 2090571

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2000

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

#### General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

#### Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Londonderry

#### Employees:

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

### Analysis of Collected Data:

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

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

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Visa Inc. (V)

ISIN: US92826C8394

SEDOL: B2PZN04

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: FALSE  
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: FALSE  
Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)  
Protestants: TRUE  
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)

In July 2010, Visa Inc. completed its acquisition of CyberSource Corp. CyberSource has a research and development center in Belfast. (Visa website; Cybersource website)

In February 2010, CyberSource reported its intention to invest an additional GBP 2.8 million in its Northern Ireland operations, which currently employs more than 60 people. (Northern Ireland Executive, 02/16/2010; NIJobs.com website)

Location of Operations: Belfast

### Employees:

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

### Analysis of Collected Data:

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

**Underrepresentation Analysis:** The company's employee demographics include 30.76 percent identified as Protestant and 48.72 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:** Not applicable

**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: FALSE

### 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. (Toys "R" Us UK website; 2012 Form 10K)

Location of Operations: Newtonabbey

### Employees:

Protestant	60
Roman Catholic	46
Non-determined	9
Total	115

### 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 56.6 percent identified as Protestant and 43.4 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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



## Wal-Mart Stores Inc. (WMT)

---

ISIN: US9311421039

SEDOL: 2936921

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 2007

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: FALSE

Roman Catholics: FALSE

Underrepresentation Compared with Geographic Norm

Protestants: FALSE

Roman Catholics: FALSE

### Description of Company Involvement:

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

Location of Operations: 14 locations

### Employees:

Protestant	2225
Roman Catholic	2046
Non-determined	45
Total	4316

### 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 51.6 percent identified as Protestant and 47.4 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Walt Disney Co. (DIS)

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ISIN: US2546871060

SEDOL: 2270726

Characterization of Involvement: Direct

### Overview of Northern Ireland Operations:

MacBride Endorsement: TRUE

Endorsement Year: 1996

Fair Employment Tribunal Appearance: FALSE

Affirmative Action Agreement: Unknown

General Underrepresentation (>20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

### Description of Company Involvement:

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

Location of Operations: Belfast

### Employees:

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	22

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Wyndham Worldwide Corp. (WYN)

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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. (Ramada website; Days Inn website)

Location of Operations: Belfast, Derry

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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

## Yum! Brands Inc. (YUM)

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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
<b>Total</b>	<b>483</b>

### 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 information regarding employee demographics.

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

**Fair Employment Tribunal Claim Details:** Not applicable

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