



State of New Jersey

DEPARTMENT OF THE TREASURY
DIVISION OF INVESTMENT
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January 11, 2016

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, 2015, and to provide reports on their adherence to the principles set forth in the law.

Attached hereto is the report prepared by IW Financial.

Christopher McDonough
Director

Attachment



**Northern Ireland Screen
For the State of New Jersey
2015**

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Table of Contents

Northern Ireland Screen	1
Introduction	5
General Methodology	5
Glossary	6
Profiles of New Jersey Holdings with Northern Ireland Involvement.....	7
3M Co. (MMM)	8
AECOM (ACM).....	9
Aerojet Rocketdyne Holdings Inc (AJRD)	10
AES Corp. (AES)	11
Alcoa Inc. (AA).....	12
Alere Inc. (ALR).....	13
Allergan plc (AGN).....	14
Allstate Corp. (ALL).....	15
American Capital Ltd (ACAS)	16
American International Group Inc (AIG)	17
Anixter International Inc. (AXE)	18
Apple Inc (AAPL).....	19
Aramark (ARMK)	20
AVX Corp. (AVX)	21
B/E Aerospace Inc (BEAV)	22
Baxter International Inc. (BAX)	23
Becton, Dickinson And Co. (BDX)	24
Bemis Co. Inc. (BMS)	25
Brunswick Corp. (BC).....	26
Caterpillar Inc. (CAT)	27
CBRE Group Inc (CBG)	28
CBS Corp. (CBS)	29
Chevron Corp. (CVX)	30
Citigroup Inc (C).....	31
Clear Channel Outdoor Holdings Inc (CCO).....	32
CME Group Inc (CME)	33
Coca-Cola Co (KO)	34
Comcast Corp (CMCS A)	35

Computer Sciences Corp. (CSC).....	36
Cubic Corp. (CUB).....	37
CVS Health Corp (CVS)	38
Danaher Corp. (DHR).....	39
Dow Chemical Co. (DOW)	40
E.I. DuPont De Nemours & Co (DD)	41
EMC Corp. (EMC).....	42
Emerson Electric Co. (EMR)	43
Estee Lauder Cos., Inc. (EL)	44
Fedex Corp (FDX).....	45
General Electric Co. (GE)	46
General Motors Co. (GM).....	47
Goodyear Tire & Rubber Co. (GT)	48
Harley-Davidson, Inc. (HOG)	49
Henry Schein Inc. (HSIC).....	50
Hertz Global Holdings Inc. (HTZ)	51
Hilton Worldwide Holdings Inc (HLT).....	52
Honeywell International, Inc. (HON).....	53
iHeartMedia Inc (IHRT).....	54
Intel Corp. (INTC).....	55
International Business Machines Corp. (IBM)	56
Iron Mountain Inc (IRM)	57
Johnson & Johnson (JNJ)	58
Live Nation Entertainment Inc (LYV).....	59
LKQ Corp (LKQ).....	60
McDonald's Corp (MCD)	61
Merck & Co Inc (MRK).....	62
Microsoft Corporation (MSFT)	63
Mohawk Industries, Inc. (MHK)	64
Oracle Corp. (ORCL)	65
Outerwall Inc (OUTR)	66
Oxford Industries, Inc. (OXM)	67
Pepsico Inc. (PEP)	68
Pfizer Inc. (PFE)	69

Phillips 66 (PSX).....	71
PPG Industries, Inc. (PPG)	72
Realogy Holdings Corp (RLGY).....	73
Reliance Steel & Aluminum Co. (RS)	74
Sally Beauty Holdings Inc (SBH)	75
Skechers U S A, Inc. (SKX).....	76
Stanley Black & Decker, Inc. (SWK).....	77
Starbucks Corp. (SBUX)	78
Stericycle Inc. (SRCL).....	79
Sysco Corp. (SYY).....	80
TJX Companies, Inc. (TJX).....	81
Tyco International plc (TYC).....	82
United Parcel Service, Inc. (UPS).....	83
United Technologies Corp. (UTX).....	84
Urban Outfitters, Inc. (URBN)	85
Visa Inc (V).....	86
Vornado Realty Trust (VNO)	87
Walgreens Boots Alliance Inc (WBA)	88
Wal-Mart Stores, Inc. (WMT).....	89
Walt Disney Co. (DIS)	90
Wyndham Worldwide Corporation (WYN)	91
XPO Logistics Inc (XPO)	92
Yum! Brands Inc. (YUM).....	93

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, 2015, 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 3,391 total companies including the S&P 1500 and the Russell 3000. The review was limited to U.S. domiciled companies and companies directly listed on U.S. exchanges. The methodology employed a research process consisting of four distinct information collection activities which included media searches, searches of Securities and Exchange Commission filings, and consultations and correspondence with identified companies.

Glossary

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

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

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

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

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

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

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

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

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

Profiles of New Jersey Holdings with Northern Ireland Involvement

3M Co. (MMM)

ISIN: US88579Y1010

SEDOL: 2595708

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True
Endorsement Year: 1996

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

3M Co. has a manufacturing facility located in Bangor, Northern Ireland. (Company website)

Location of Operations: Bangor

Employees:

Protestant	122
Roman Catholic	17
Non-determined	4
<hr/>	
Total	143

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 85.31 percent identified as Protestant and 11.89 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

AECOM (ACM)

ISIN: US00766T1007

SEDOL: B1VZ431

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

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

Location of Operations: Belfast, Newry, Londonderry

Employees:

Protestant	138
Roman Catholic	94
Non-determined	18

Total	250
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Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 55.2 percent identified as Protestant and 37.6 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Aerojet Rocketdyne Holdings Inc (AJRD)

ISIN: US0078001056

SEDOL: BWD7PX9

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: Unknown

Endorsement Year: Not Applicable

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Aerojet Rocketdyne Holdings Inc has a subsidiary located in Belfast, Northern Ireland: European Space Propulsion. (2013 Form 10K; 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: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

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

2015 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

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: True

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. in Antrim and AES Kilroot Generating Ltd. in Carrickfergus. (2014 Form 10K)

Location of Operations: Antrim, Carrickfergus

Employees:

Protestant	214
Roman Catholic	38
Non-determined	9

Total 261

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 81.99 percent identified as Protestant and 14.56 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: The company does have an affirmative action agreement in place but no information is available regarding the details of the plan.

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Alcoa Inc. (AA)

ISIN: US0138171014

SEDOL: 2021805

Characterization of Involvement: Indirect

Overview of Northern Ireland Operations:

MacBride Endorsement: True
Endorsement Year: 2002

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

Alcoa Inc. has several licensed distributors of its Recoil brand products in Northern Ireland, including Derry Precision Tools and Dunn and Co. (Eng Supplies) Ltd. (Company website)

Location of Operations: Provincewide

Employees:

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

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Alere Inc. (ALR)

ISIN: US01449J1051
 SEDOL: 2823089
 Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: Unknown
 Endorsement Year: Not Applicable

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

Fair Employment Tribunal Appearance: False
 Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

Alere Inc. lists a subsidiary, Alere Health Ltd., located 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: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Allergan plc (AGN)

ISIN: IE00BY9D5467

SEDOL: BY9D546

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True

Endorsement Year: 2002

General Underrepresentation (<20 percent)

Protestants: False

Roman Catholics: True

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

Underrepresentation Compared with Geographic Norm

Protestants: False

Roman Catholics: True

Description of Company Involvement:

Allergan plc has a subsidiary, Nicobrand Ltd., which operates in Coleraine, Northern Ireland. (2014 Form 10K; Nicobrand Company website)

Location of Operations: Coleraine

Employees:

Protestant	95
Roman Catholic	45
Non-determined	19
<hr/>	
Total	159

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 59.75 percent identified as Protestant and 28.3 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 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

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

Allstate Corp. has a subsidiary, Allstate Northern Ireland Ltd., and offices in Londonderry, Strabane, and Belfast, Northern Ireland. (2013 Form 10K; Company website)

Location of Operations: Belfast, Londonderry, Strabane

Employees:

Protestant	639
Roman Catholic	1203
Non-determined	484

Total	2326
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Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 27.47 percent identified as Protestant and 51.72 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: The company has not had any appearances before the Fair Employment Tribunal.

2015 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

American Capital Ltd (ACAS)

ISIN: US02503Y1038

SEDOL: 2101990

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

SMG Holdings Inc., a.k.a. SMG (NI) Ltd., a subsidiary of American Capital, manages the Odyssey Arena in Belfast, Northern Ireland. The arena is a multi-purpose indoor venue that can seat up to 10,800. (Odyssey Arena website; 2014 Form 10K)

Location of Operations: Belfast

Employees:

Protestant	142
Roman Catholic	140
Non-determined	44
Total	326

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 43.56 percent identified as Protestant and 42.94 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 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

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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	Not Available

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Anixter International Inc. (AXE)

ISIN: US0352901054

SEDOL: 2468844

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True

Endorsement Year: 2009

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

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

Location of Operations: Belfast

Employees:

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

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Apple Inc (AAPL)

ISIN: US0378331005
SEDOL: 2046251
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: Unknown
Endorsement Year: Not Applicable

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Aramark (ARMK)

ISIN: US03852U1060

SEDOL: BH3XG17

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: Unknown
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

Aramark has three subsidiaries, Campbell Catering (Belfast) Ltd., Vector Environmental Services Ltd., and Campbell Catering (N.I.) Ltd., located in Northern Ireland. The company also maintains an office located in Belfast. (Aramark Ireland website; 2014 Form 10K)

Location of Operations: Belfast

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

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	31

Analysis of Collected Data:

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

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

2015 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. (2014 Form 10K)

Location of Operations: Coleraine

Employees:

Protestant	230
Roman Catholic	81
Non-determined	14
<hr/>	
Total	325

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 70.77 percent identified as Protestant and 24.92 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

B/E 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: 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:

B/E Aerospace (UK) Limited, a UK subsidiary of B/E Aerospace Inc, has a facility located in Kilkeel, Northern Ireland. (2014 Form 10K; Company Correspondence, received 08/20/2015)

Location of Operations: Kilkeel

Employees:

Protestant	364
Roman Catholic	408
Non-determined	43
<hr/>	
Total	815

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 44.66 percent identified as Protestant and 50.06 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: B/E Aerospace Inc discloses in Correspondence that it had one appearance before the Fair Employment Tribunal in 2010. The outcome of the hearing was in favor of B/E Aerospace (UK) Limited. (Company Correspondence, received 08/17/2015)

2015 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

Baxter International Inc. (BAX)

ISIN: US0718131099
SEDOL: 2085102
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: False

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

Description of Company Involvement:

Baxter Healthcare Ltd. has an distribution location located in Belfast, Northern Ireland. (2014 Sustainability Report)
According to Correspondence received in 2015, Baxter has 19 employees in Northern Ireland who work at a sales and distribution center in Belfast. (Company Correspondence, received 08/14/2015)

Location of Operations: Belfast

Employees:

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

Total	19
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Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

Becton, Dickinson And Co. (BDX)

ISIN: US0758871091

SEDOL: 2087807

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:

Becton, Dickinson And Co. completed its acquisition of CareFusion Corp. in March 2015. 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: The company has not had any appearances before the Fair Employment Tribunal.

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Bemis Co. Inc. (BMS)

ISIN: US0814371052
SEDOL: 2090173
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True
Endorsement Year: 1997

Fair Employment Tribunal Appearance: True
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:

Bemis Co. Inc. has a subsidiary, Perfecseal Ltd., that is located in Londonderry, Northern Ireland. (Company website)

Location of Operations: Derry

Employees:

Protestant	35
Roman Catholic	185
Non-determined	19
<hr/>	
Total	239

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 14.64 percent identified as Protestant and 77.41 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: Bemis Co. Inc. subsidiary, Perfecseal Ltd., appeared before the Fair Employment Tribunal in 2010 for unfair dismissal based on religious belief/ political opinion discrimination and disability discrimination. The claim against the company subsidiary, Perfecseal Ltd., was dismissed.

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Brunswick Corp. (BC)

ISIN: US1170431092

SEDOL: 2149309

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:

Brunswick Corp. has a subsidiary located in Northern Ireland, Munster Simms Engineering Ltd. The company has a manufacturing facility in Bangor, Northern Ireland. (2014 Form 10K)

Location of Operations: Bangor

Employees:

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

Analysis of Collected Data:

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

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

2015 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

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: True

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

Description of Company Involvement:

Caterpillar Inc. has two subsidiaries in Northern Ireland, Caterpillar (NI) Ltd. and F.G. Wilson (Engineering) Ltd. These subsidiaries have facilities in Larne, Belfast and Monkstown, Northern Ireland. (2014 Form 10K; Company website)

Location of Operations: Larne, Monkstown, Belfast

Employees:

Protestant	1212
Roman Catholic	513
Non-determined	104
<hr/>	
Total	1829

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 66.27 percent identified as Protestant and 28.05 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: The company does have an affirmative action agreement in place but no information is available regarding the details of the plan.

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

CBRE Group Inc (CBG)

ISIN: US12504L1098

SEDOL: B6WVMH3

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: False

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 Press Release, 01/16/2015)

Location of Operations: Belfast

Employees:

Protestant	18
Roman Catholic	16
Non-determined	2
<hr/>	
Total	36

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 50 percent identified as Protestant and 44.44 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 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: BOSRLH6
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True
Endorsement Year: 2006

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

In its 2012 10K, the company lists a subsidiary, ABC Outdoor Ltd., in Northern Ireland. The subsidiary is not listed in the company's 2014 10K. (2012 Form 10K; 2014 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: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Chevron Corp. (CVX)

ISIN: US1667641005

SEDOL: 2838555

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True

Endorsement Year: 1991

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

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

Location of Operations: Provincewide

Employees:

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

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Citigroup Inc (C)

ISIN: US1729674242
SEDOL: 2297907
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True
Endorsement Year: 2001

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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: Belfast

Employees:

Protestant	393
Roman Catholic	496
Non-determined	218
<hr/>	
Total	1107

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 35.5 percent identified as Protestant and 44.81 percent identified as Roman Catholic. Protestant appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Clear Channel Outdoor Holdings Inc (CCO)

ISIN: US18451C1099

SEDOL: B0P01M3

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:

Clear Channel Ireland has an office located in Belfast, Northern Ireland. (Clear Channel Ireland website)

Location of Operations: Belfast

Employees:

Protestant	12
Roman Catholic	16
Non-determined	0
<hr/>	
Total	28

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 42.86 percent identified as Protestant and 57.14 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 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

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

CME Group Inc maintains a global office in Belfast via its subsidiary, CME Technology and Support Services Ltd. (Company website; 2014 Form 10K; Bloomberg website)

Location of Operations: Belfast

Employees:

Protestant	26
Roman Catholic	32
Non-determined	19
<hr/>	
Total	77

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 33.77 percent identified as Protestant and 41.56 percent identified as Roman Catholic. Both groups appear to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 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

General Underrepresentation (<20 percent)

Protestants: False

Roman Catholics: False

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

Coca-Cola Hellenic Bottling Company Northern Ireland (part of Coca-Cola Hellenic, of which the company holds a 28 percent ownership stake) has a manufacturing, bottling, and warehouse facility in Lisburn which employs 1,100 people. (2014 Form 10K; Coca-Cola Hellenic website)

Location of Operations: Lisburn

Employees:

Protestant	337
Roman Catholic	199
Non-determined	44
<hr/>	
Total	580

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 58.1 percent identified as Protestant and 34.31 percent identified as Roman Catholic. Protestant appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Comcast Corp (CMCS A)

ISIN: US20030N1019
SEDOL: 2044545
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: Unknown
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

In its 2012 Form 10K, Comcast Corp listed a subsidiary, Muldiss Darton Productions Ltd., in Northern Ireland. However, there is no mention of activity in Northern Ireland since the release of its 2012 10K. (2012 Form 10K; 2013 Form 10K; 2014 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: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Computer Sciences Corp. (CSC)

ISIN: US2053631048

SEDOL: 2215200

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True
Endorsement Year: 2003

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

As late as September 2014, Computer Sciences Corp. (CSC) reported that it managed a branch located in Belfast, Northern Ireland. In its 2013 Form 10K, the company reported a subsidiary located in Northern Ireland, G.C. McKeown and Co. (N.I.) Ltd. (Company website; 2013 Form 10K)

Location of Operations: Belfast

Employees:

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

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

Cubic Corp. (CUB)

ISIN: US2296691064
SEDOL: 2239266
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: Unknown
Endorsement Year: Not Applicable

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

Cubic Corp. leases an office located in Belfast, Northern Ireland. (2014 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: The company has not had any appearances before the Fair Employment Tribunal.

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

CVS Health Corp (CVS)

ISIN: US1266501006

SEDOL: 2577609

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: Unknown
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

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

Location of Operations: Belfast

Employees:

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

Analysis of Collected Data:

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

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

2015 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

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

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

Location of Operations: Belfast

Employees:

Protestant	50
Roman Catholic	71
Non-determined	13
<hr/>	
Total	134

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 37.31 percent identified as Protestant and 52.99 percent identified as Roman Catholic. Protestant appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Dow Chemical Co. (DOW)

ISIN: US2605431038

SEDOL: 2278719

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

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

Location of Operations: Belfast

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

Protestant	6
Roman Catholic	13
Non-determined	4

Total 23

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 26.09 percent identified as Protestant and 56.52 percent identified as Roman Catholic. Protestant appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

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

ISIN: US2635341090
SEDOL: 2018175
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True
Endorsement Year: 1992

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

E.I. DuPont De Nemours & Co has a Kevlar production plant located in Maydown, Northern Ireland. (Company website)

Location of Operations: Maydown

Employees:

Protestant	66
Roman Catholic	109
Non-determined	0
<hr/>	
Total	175

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 37.71 percent identified as Protestant and 62.29 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

EMC Corp. (EMC)

ISIN: US2686481027

SEDOL: 2295172

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

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

Location of Operations: Belfast

Employees:

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

Analysis of Collected Data:

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

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

2015 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

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

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

Location of Operations: Cookstown

Employees:

Protestant	73
Roman Catholic	97
Non-determined	23
<hr/>	
Total	193

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 37.82 percent identified as Protestant and 50.26 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: The company did 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: True
Roman Catholics: False

Description of Company Involvement:

Estee Lauder Cos., Inc., along with its subsidiary Clinique, disclose demographic data to the Equality Commission for Northern Ireland for its 2013 Monitoring Returns Report. (Equality Commission for Northern Ireland 2013 Monitoring Returns Report)

Location of Operations: Provincewide

Employees:

Protestant	59
Roman Catholic	73
Non-determined	16
<hr/>	
Total	148

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 39.86 percent identified as Protestant and 49.32 percent identified as Roman Catholic. Protestant appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Fedex Corp (FDX)

ISIN: US31428X1063
SEDOL: 2142784
Characterization of Involvement: Indirect

Overview of Northern Ireland Operations:

MacBride Endorsement: True
Endorsement Year: 1990

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

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

Location of Operations: Unspecified

Employees:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

General Electric Co. (GE)

ISIN: US3696041033

SEDOL: 2380498

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True

Endorsement Year: 1998

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: False

Roman Catholics: False

Underrepresentation Compared with Geographic Norm

Protestants: False

Roman Catholics: True

Description of Company Involvement:

General Electric Co. has 12 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. (2014 Form 10K; Company website; SmartGridIreland website)

Location of Operations: Belfast

Employees:

Protestant	60
Roman Catholic	42
Non-determined	38
<hr/>	
Total	140

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 42.86 percent identified as Protestant and 30 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 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

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

General Motors Co. discloses a long list of subsidiaries, joint ventures and affiliates in its 2014 Form 10K. Charles Hurst Motors Ltd., a chain of car dealerships based in Northern Ireland, is among those listed. Since Lookers plc discloses that it holds 99 percent of Charles Hurst Motors Ltd., it is reasonable to conclude that GM owns one percent of this Northern Ireland subsidiary. (2014 Form 10K; Lookers plc 2014 Annual Report)

Location of Operations: Dunmurry, Newtownabbey, Belfast, Newtownards, Portadown, Lisburn, Dundonald, Coleraine, Omagh

Employees:

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

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Goodyear Tire & Rubber Co. (GT)

ISIN: US3825501014

SEDOL: 2378200

Characterization of Involvement: Indirect

Overview of Northern Ireland Operations:

MacBride Endorsement: True

Endorsement Year: 2001

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

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

Location of Operations: Provincewide

Employees:

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

Total Not Available

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Harley-Davidson, Inc. (HOG)

ISIN: US4128221086
SEDOL: 2411053
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:

Harley-Davidson, Inc. has a dealer, Belfast Harley-Davidson, located in Belfast, Northern Ireland. (Company website)

Location of Operations: Unspecified

Employees:

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

Analysis of Collected Data:

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

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

2015 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 located in Belfast, Northern Ireland. (Company website)

Location of Operations: Belfast

Employees:

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

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Hertz Global Holdings Inc. (HTZ)

ISIN: US42805T1051
SEDOL: B1HHJP8
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

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

Location of Operations: Belfast

Employees:

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

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Hilton Worldwide Holdings Inc (HLT)

ISIN: US43300A1043

SEDOL: BH3XFX2

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: Unknown
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

Hilton Worldwide Holdings Inc owns the Hilton Belfast hotel and the Hilton Templepatrick in Belfast, Northern Ireland. The company also has a subsidiary located in Northern Ireland, Belfast Hilton Ltd. (2014 Form 10K; Company website)

Location of Operations: Belfast

Employees:

Protestant	148
Roman Catholic	123
Non-determined	45
<hr/>	
Total	316

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 46.84 percent identified as Protestant and 38.92 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 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

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

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

Location of Operations: Lisburn

Employees:

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

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

iHeartMedia Inc (IHRT)

ISIN: US45174J1034

SEDOL: BQVCFR8

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:

Clear Channel Ireland, a division of Clear Channel Outdoors, a subsidiary of iHeartMedia Inc, has an office located in Belfast, Northern Ireland. (Clear Channel Ireland website; Company website)

Location of Operations: Belfast

Employees:

Protestant	12
Roman Catholic	16
Non-determined	0
<hr/>	
Total	28

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 42.86 percent identified as Protestant and 57.14 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 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: 2463247
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: False

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

Description of Company Involvement:

Intel Corp. has a research collaboration project with SAP in Northern Ireland. In addition, Intel previously conducted operations in Northern Ireland through its subsidiary Aepona, which is located in Belfast. However, Intel sold Aepona in July 2015. (Company website; VCCircle Press Release, 07/23/2015)

Location of Operations: Belfast

Employees:

Protestant	44
Roman Catholic	40
Non-determined	11

Total	95
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Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 46.32 percent identified as Protestant and 42.11 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: "We have just announced that we have sold our stake in Aepona – Persistent Systems Ltd is acquiring the business. For more information, please see this article:
<http://www.vccircle.com/news/technology/2015/07/23/persistent-systems-acquire-irish-tech-firm>

International Business Machines Corp. (IBM)

ISIN: US4592001014

SEDOL: 2005973

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True

Endorsement Year: 1992

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: False

Roman Catholics: False

Underrepresentation Compared with Geographic Norm

Protestants: False

Roman Catholics: True

Description of Company Involvement:

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

Location of Operations: Belfast

Employees:

Protestant	43
Roman Catholic	35
Non-determined	24
<hr/>	
Total	102

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 42.16 percent identified as Protestant and 34.31 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

Iron Mountain Inc (IRM)

ISIN: US46284V1017
SEDOL: BVFTF03
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: Unknown
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Johnson & Johnson (JNJ)

ISIN: US4781601046

SEDOL: 2475833

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: False

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

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

Description of Company Involvement:

"In Northern Ireland, Johnson and Johnson is engaged in the sale of pharmaceutical products and medical devices and diagnostics to healthcare professionals. Johnson and Johnson does not lease or own any buildings, plants or administration offices in Northern Ireland. The Company currently employs three pharmaceutical sales reps and nine medical devices and diagnostics sales reps in Northern Ireland who work from their homes. [The company's involvement in Northern Ireland is] limited to the sale of pharmaceutical products and medical device and diagnostics to healthcare professionals and hospitals." (Company Correspondence, received 03/04/2014)

Location of Operations: Employees work from home

Employees:

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

Analysis of Collected Data:

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

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

Affirmative Action Outreach: The company discloses the following regarding affirmative action: "The Company does not have an affirmative action plan or agreement. However, the Company's recruitment process is applied in accordance with its well-established global fair employment and non-discrimination principles and policies." (Company Correspondence, received 03/04/2014)

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

2015 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

Live Nation Entertainment Inc (LYV)

ISIN: US5380341090
SEDOL: BOT7YX2
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

Ticket Shop (NI) Ltd., a subsidiary of Live Nation Entertainment Inc, is located in Belfast, Northern Ireland. (2014 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: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

LKQ Corp (LKQ)

ISIN: US5018892084

SEDOL: 2971029

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

LKQ Corp has a subsidiary, Euro Car Parts (Northern Ireland) Ltd., that is located in Belfast, Northern Ireland. (2013 Form 10K)

Location of Operations: Belfast

Employees:

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

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

McDonald's Corp (MCD)

ISIN: US5801351017
SEDOL: 2550707
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True
Endorsement Year: 1994

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

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

Location of Operations: Provincewide

Employees:

Protestant	74
Roman Catholic	29
Non-determined	11
<hr/>	
Total	114

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 64.91 percent identified as Protestant and 25.44 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Merck & Co Inc (MRK)

ISIN: US58933Y1055

SEDOL: 2778844

Characterization of Involvement: Indirect

Overview of Northern Ireland Operations:

MacBride Endorsement: True
Endorsement Year: Unknown

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: False

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

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

Description of Company Involvement:

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

Location of Operations: Provincewide

Employees:

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

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

Microsoft Corporation (MSFT)

ISIN: US5949181045
SEDOL: 2588173
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True
Endorsement Year: 2006

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

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

Location of Operations: Belfast

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

Protestant	6
Roman Catholic	12
Non-determined	8

Total 26

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 23.08 percent identified as Protestant and 46.15 percent identified as Roman Catholic. Protestant appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

Mohawk Industries, Inc. (MHK)

ISIN: US6081901042

SEDOL: 2598699

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:

Unilin Distribution Ltd., a subsidiary of Mohawk Industries, Inc. has a location in Newry, Northern Ireland. (Unilin website; Recruit NI website; Equality Commission for Northern Ireland 2013 Monitoring Returns Report)

Location of Operations: Newry

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

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	28

Analysis of Collected Data:

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

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

2015 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

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

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

Location of Operations: Belfast

Employees:

Protestant	31
Roman Catholic	46
Non-determined	14
Total	91

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 34.07 percent identified as Protestant and 50.55 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: The company has not had any appearances before the Fair Employment Tribunal.

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Outerwall Inc (OUTR)

ISIN: US6900701078

SEDOL: BC1QQP7

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:

Outerwall Inc has Coinstar machines in supermarkets throughout Northern Ireland. (Company website; Coinstar UK website)

Location of Operations: Lurgan, Portadown, Armagh, Dungannon, Cookstown, Magherafelt

Employees:

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

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did 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. (2014 Form 10K)

Location of Operations: Lurgan

Employees:

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

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Pepsico Inc. (PEP)

ISIN: US7134481081

SEDOL: 2681511

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True

Endorsement Year: 2006

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: True

General Underrepresentation (<20 percent)

Protestants: False

Roman Catholics: False

Underrepresentation Compared with Geographic Norm

Protestants: False

Roman Catholics: True

Description of Company Involvement:

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

Location of Operations: Antrim

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

Protestant	9
Roman Catholic	3
Non-determined	4
<hr/>	
Total	16

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 56.25 percent identified as Protestant and 18.75 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: The company does have an affirmative action agreement in place but no information is available regarding the details of the plan.

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

2015 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

Pfizer Inc. (PFE)

ISIN: US7170811035
SEDOL: 2684703
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

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

Fair Employment Tribunal Appearance: True
Affirmative Action Agreement: False

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

Description of Company Involvement:

Pfizer Inc. maintains Network Sales Specialists in Northern Ireland. (Jobsite website)

In addition, the company disclosed the following in Correspondence dating 2014: "In Northern Ireland, Pfizer is engaged in the sale of pharmaceutical products to healthcare professionals. Pfizer does not maintain a physical presence in Northern Ireland. The Company currently employs 17 pharmaceutical sales representatives in Northern Ireland who work from their homes and call upon appropriate healthcare and clinical facilities." (Company Correspondence, received 03/04/2014)

Location of Operations: Employees work from home

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

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

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 58.82 percent identified as Protestant and 35.29 percent identified as Roman Catholic. Roman Catholic appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: The company discloses the following regarding affirmative action: "We do not have an affirmative action as this could be contrary to UK employment law; however we would follow fair and objective recruitment processes if we had any vacancies." (Company Correspondence, received 03/04/2014)

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

The case was dismissed.

2015 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

Phillips 66 (PSX)

ISIN: US7185461040
SEDOL: B78C4Y8
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: Unknown
Endorsement Year: Not Applicable

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

Phillips 66 has a subsidiary located in Belfast, Northern Ireland, JET Petrol Ltd. (2014 Form 10K)

Location of Operations: Belfast

Employees:

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

Total	Not Available
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Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

PPG Industries, Inc. (PPG)

ISIN: US6935061076

SEDOL: 2698470

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: False

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

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

Description of Company Involvement:

PPG Industries Inc.'s subsidiary, PPG Architectural Coatings UK Ltd., has an office located in Carrickfergus, Co. Antrim, Northern Ireland. (Company website; Company Correspondence, received 03/04/2014)

Location of Operations: Carrickfergus

Employees:

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

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 72.5 percent identified as Protestant and 21.25 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

Affirmative Action Outreach: The company discloses the following regarding affirmative action: "All recruitment is monitored by the Sales office Manager, Ireland. A Monitoring Return is submitted each year to the Equality Commission for Northern Ireland on the 6th August." (Company Correspondence, received 03/04/2014)

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

2015 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

Realogy Holdings Corp (RLGY)

ISIN: US75605Y1064
SEDOL: B5T0CW1
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:

Realogy Holdings Corp's subsidiary, Century 21 Real Estate LLC, has franchised office locations in Northern Ireland. (Corporate Fact Sheet)

Location of Operations: Belfast

Employees:

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

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Reliance Steel & Aluminum Co. (RS)

ISIN: US7595091023

SEDOL: 2729068

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:

Reliance Steel & Aluminum Co. subsidiary, All Metal Services, has a location in Belfast, Northern Ireland. (Company website)

Location of Operations: Belfast

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

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
<hr/>	
Total	30

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Sally Beauty Holdings Inc (SBH)

ISIN: US79546E1047

SEDOL: B1GZ005

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

Sally Beauty Holdings Inc. has a retail 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: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Skechers U S A, Inc. (SKX)

ISIN: US8305661055

SEDOL: 2428042

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:

Skechers U S A, Inc. has distributors in Northern Ireland, which sell Skechers shoes, such as Schuh Belfast, Reid's Shoes Ltd. and Cuba. (Company website)

Location of Operations: Belfast, Newtownards

Employees:

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

Analysis of Collected Data:

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

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

2015 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

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

Stanley Black & Decker, Inc. has a sales office located in Belfast, Northern Ireland. (Company website)

Location of Operations: Belfast

Employees:

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

Total Not Available

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Starbucks Corp. (SBUX)

ISIN: US8552441094

SEDOL: 2842255

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True
Endorsement Year: 2006

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: False

Roman Catholics: False

Underrepresentation Compared with Geographic Norm

Protestants: False

Roman Catholics: False

Description of Company Involvement:

The company website lists several franchise stores in Northern Ireland. (Company website)

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

Employees:

Protestant	116
Roman Catholic	87
Non-determined	5
<hr/>	
Total	208

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 55.77 percent identified as Protestant and 41.83 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: The company did reply to IW Financial's request for verification of the collected data.

Stericycle Inc. (SRCL)

ISIN: US8589121081

SEDOL: 2860826

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

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

Location of Operations: Antrim

Employees:

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

Total	Not Available
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Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Sysco Corp. (SYY)

ISIN: US8718291078

SEDOL: 2868165

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

The company has several subsidiaries, including Arnotts (Fruit) Ltd., Crossgar Foodservice Ltd. and Crossgar Frozen Foods Ltd., that are located in Belfast and Downpatrick, 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 Belfast, Northern Ireland. (2015 Form 10K; Pallas Company website)

Location of Operations: Belfast

Employees:

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

Analysis of Collected Data:

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

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

2015 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

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

Description of Company Involvement:

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

Location of Operations: Provincewide

Employees:

Protestant	171
Roman Catholic	182
Non-determined	9

Total	362
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Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 47.24 percent identified as Protestant and 50.28 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: The company has not had any appearances before the Fair Employment Tribunal.

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Tyco International plc (TYC)

ISIN: IE00BQRQXQ92

SEDOL: BQRQXQ9

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True

Endorsement Year: 1994

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: Not Available

Roman Catholics: Not Available

Underrepresentation Compared with Geographic Norm

Protestants: Not Available

Roman Catholics: Not Available

Description of Company Involvement:

Tyco International plc has a subsidiary, Sensormatic Electronics Corp., that maintains two subsidiaries in Northern Ireland including Controlled Electronics Management Systems Ltd. and Intellectual Systems Ltd. (2013 Form 10K; 2014 Form 10K)

Location of Operations: Belfast, Bangor

Employees:

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

Total Not Available

Analysis of Collected Data:

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

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

2015 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 United Parcel Service, Inc., has a store located in Belfast, Northern Ireland. (United Parcel Services Inc. - Company website; The UPS Store website; Mail Boxes Etc. UK - Company website)

Location of Operations: Belfast

Employees:

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

Analysis of Collected Data:

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

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

2015 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: Not Available
Roman Catholics: Not Available

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

Description of Company Involvement:

United Technologies Corp. has two divisions, Chubb and Otis, with offices and operations in Belfast, Northern Ireland. (Company website; Chubb website; Otis website)

Location of Operations: Belfast

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

Protestant	Not Available
Roman Catholic	Not Available
Non-determined	Not Available
Total	39

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Urban Outfitters, Inc. (URBN)

ISIN: US9170471026
SEDOL: 2933438
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

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

Location of Operations: Belfast

Employees:

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

Total	Not Available
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Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Visa Inc (V)

ISIN: US92826C8394

SEDOL: B2PZN04

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: False

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

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

Description of Company Involvement:

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

Location of Operations: Belfast

Employees:

Protestant	22
Roman Catholic	35
Non-determined	14
<hr/>	
Total	71

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 30.99 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: The company discloses the following regarding affirmative action: "While we are not obligated to provide a mandatory affirmative action plan we regularly work with the Equality Commission to complete an Article 55 review to ensure there is fair participation and representation from members of each community. We have also worked with the Equality Commission to ensure that our recruitment practices are fair and non-discriminatory. Finally, staff involved in the recruitment process attend training provided by the Equality Commission to ensure on-going compliance with equality best practices and processes." (Company Correspondence, received 08/12/2015)

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

2015 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

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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 four store locations in Northern Ireland: Belfast with two; Derry City/Londonderry; and Sprucefield (Lisburn). (2014 Form 10K; Toys "R" Us UK website)

Location of Operations: Belfast, Derry, Lisburn

Employees:

Protestant	52
Roman Catholic	35
Non-determined	7
<hr/>	
Total	94

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 55.32 percent identified as Protestant and 37.23 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Walgreens Boots Alliance Inc (WBA)

ISIN: US9314271084

SEDOL: BTN1Y44

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:

Boots Alliance has retail pharmacy locations all throughout Northern Ireland. (Boots Alliance website)

Location of Operations: Provincewide

Employees:

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

Analysis of Collected Data:

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

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

2015 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 Group Ltd., has stores located in Northern Ireland. (2013 Form 10K; ASDA website)

Location of Operations: Provincewide

Employees:

Protestant	2425
Roman Catholic	2109
Non-determined	41
<hr/>	
Total	4575

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 53.01 percent identified as Protestant and 46.1 percent identified as Roman Catholic. Neither group appears to be underrepresented at the company when compared with the geographical norm for the location of the company's operations.

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Walt Disney Co. (DIS)

ISIN: US2546871060

SEDOL: 2270726

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: True
Endorsement Year: 1996

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

The Disney Store, the retail arm of the Walt Disney Co., has a store in Belfast, Northern Ireland. (Company website)

Location of Operations: Belfast

Employees:

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

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Wyndham Worldwide Corporation (WYN)

ISIN: US98310W1080
SEDOL: B198391
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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

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

Description of Company Involvement:

Wyndham Worldwide Corporation's hotel brands Ramada and Days Inn have multiple hotel locations in Northern Ireland, including Belfast and Derry. (Company website; 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: The company does have an equal employment or non-discrimination employment policy in Northern Ireland in place.

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

XPO Logistics Inc (XPO)

ISIN: US9837931008

SEDOL: B6Z1355

Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: Unknown

Endorsement Year: Not Applicable

Fair Employment Tribunal Appearance: False

Affirmative Action Agreement: Unknown

General Underrepresentation (<20 percent)

Protestants: False

Roman Catholics: False

Underrepresentation Compared with Geographic Norm

Protestants: False

Roman Catholics: True

Description of Company Involvement:

According to the Equality Northern Ireland Report issued in August 2014, New Breed Logistics, part of XPO Logistics, maintains an assembly facility in Belfast, Northern Ireland. (Equality Northern Ireland Report)

Location of Operations: Belfast

Employees:

Protestant	18
Roman Catholic	11
Non-determined	4
<hr/>	
Total	33

Analysis of Collected Data:

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

Underrepresentation Analysis: The company's employee demographics include 54.55 percent identified as Protestant and 33.33 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: The company has not had any appearances before the Fair Employment Tribunal.

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.

Yum! Brands Inc. (YUM)

ISIN: US9884981013
SEDOL: 2098876
Characterization of Involvement: Direct

Overview of Northern Ireland Operations:

MacBride Endorsement: False
Endorsement Year: Not Applicable

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

Fair Employment Tribunal Appearance: False
Affirmative Action Agreement: Unknown

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
Total	Not Available

Analysis of Collected Data:

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

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

2015 Verification of Data Response: The company did not reply to IW Financial's request for verification of the collected data.