

## Representative Comments from the Proxy Voting ESurvey

Until now, I never considered doing anything but filling in the circles or boxes on the proxy statement. I now will voice my opinion! Thank you.

As a woman of color, I would also look to see if there any people represented as well.

Excellent Survey! It reminds us what opportunities we may have missed to make an impact on this issue.

This is a commitment I personally make but also a commitment my organization has in our pension fund investments. I hired a financial manager who only invests in those companies who meet our very stringent diversity guidelines. I will be happy to share information on that.

Being a board member, I believe some of the best push for representation comes from the large shareholders - usually institutional, who want to know if the board is representative of their constituents.

I never realized that you could comment on the diversity of the board on the proxy statement. I will do so in the future.

This survey has alerted me to the fact that I should be more proactive in how I express my wishes to these companies in whom I have invested my money.

You have shamed me into realizing how passive I have been. That will now CHANGE. You have given me ideas!

It is important for corporate America to reflect the diversity of America on its board of directors. Women and minorities are valuable members of the community and should have the opportunity to participate in the economic growth and development of this country. In the future I will pay particular attention to corporations that lack diversity and take my business elsewhere.

I so totally support what you are trying to do, but I don't think proxy statements is the way to go!

This is so obvious and I'm aware of this issue ..just never thought to try to address it as an individual.

I base my vote on the composition of the board. Diversity is only one issue I look at. I look at experience, other commitments, and the success of the company, governance guidelines and compensation of management. I want the best board not just the most diverse board.

I don't want to waste time being a squeaky wheel. However, if you have suggestions that wouldn't take up too much time and are effective (especially in numbers), I would be happy to follow those suggestions.

I have not written but have contacted shareholder services to complain about board nominees.

The qualifications are the key, not race or gender

Board diversity needs a lot more attention by senior executives. This has made me think about trying to do more to have an impact!

Voting for women simply because they are women is counter-productive. I review the slate of candidates for qualifications; assume that the nominating committee has done its due diligence, and that the candidates presented are qualified. If I disagree with the company's recommendations, I will vote differently. I do not, however, invest time to vet the candidates independently.

I find this very interesting about myself. I'm generally one to stand up and say when I don't agree and I generally vote on things. I'm a proactive person by nature but those proxies are so detailed and complex and in a font I can barely read. Unfortunately, my busy lifestyle prevents me from tackling and studying those proxies. I wish it weren't that way.

I will continue to look at the make up of the board, read resolutions, and vote accordingly. I will definitely provide more comments than usual.

Sometimes we overlook the things we can do within our control to advance women. I will be more careful in the future and look to help improve diversity. I would also add people of color as well as women

I used to write about lack of board diversity, but I have not done so in a long time.

It's true, but I probably take too passive an approach to my voting rights! This is a great idea to harness the power we have as private investors.

I feel dumb: I never thought to complain.

Don't know how to do it and never thought it mattered

Very interesting approach. You're right. Women hold power that they don't know about. The challenge, of course, is trying to change this behavior!

I think diversity for the sake of diversity is a misguided concept. I've seen corporate boards that added women (just to be able to say they were inclusive) but the women involved were marginally qualified at best. I also reject the notion that women should all subscribe to a particular political or social point of view.

I always write on the proxy that they should find qualified women professionals to serve on their board.

Twice I have written to the CEO about the fact that there were NO women on the board. In both cases a woman was voted on the board the NEXT YEAR! (I felt that I have spent my time WISELY.)

I sometimes take a proactive step if I have an interest in the company. Diversity not only gender but cultural, age and all others are most important to me.