

Calvert Asset Management Company, Inc.

Corporate Board Diversity Disclosure Scorecard

Use this scorecard to evaluate how companies have disclosed board diversity in accordance with the new SEC ruling: Proxy Disclosure Enhancements (SEC Release No. 33-9089, issued December 16, 2009, and effective February 28, 2010).

Last updated by Calvert Sustainability Analysts: 3/23/10

GRADING KEY:

	Company's disclosure actions "Exceed Expectations"
	Company's disclosure actions are "Neutral"
	Company's disclosure actions are "Below Expectations"

Ticker	Company Name	2009 Diversity Language	2010 Diversity Language	Grade	Calvert's Analysis
ADBE	Adobe Systems Inc.	"In carrying out its function to nominate candidates for election to our Board, the Nominating and Governance Committee considers the mix of skills, experience, character, commitment, and diversity of background, all in the context of the requirements of our Board at that point in time."	"In carrying out its function to nominate candidates for election to our Board, the Nominating and Governance Committee considers the mix of skills, experience, character, commitment, and diversity—diversity being broadly construed to mean a variety of opinions, perspectives and backgrounds, such as gender, race and ethnicity differences, as well as other differentiating characteristics, all in the context of the requirements of our Board at that point in time."		Nice addition of race and gender to the definition of diversity and the Board's desired characteristics. Calvert would still like to see more details with respect to implementation of this policy.
AMD	Advanced Micro Devices Inc.	None	"Although we do not have a formal diversity policy, to foster and maintain a diversity of viewpoints, backgrounds and experience on the Board, the Committee evaluates the mix of skills and experience of the directors and assesses nominees and potential candidates in the context of the current composition of the Board and the requirements of the Company. "		As the definition of diversity is kept vague, nothing of additional value to investors is disclosed here.
AES	AES Corp.	None	"Diversity. The Company does not maintain a separate policy regarding the diversity of the Board. However, the charter of the Nominating Committee requires that the Committee review the composition of the Board to ensure it has "appropriate balance" of attributes such as knowledge, experience, diversity and other attributes."		As the definition of diversity and the implementation of the Board's criteria is kept vague, nothing of additional value to investors is disclosed here.
AA	Alcoa Inc.	"While the diversity, the variety of experiences and viewpoints represented on the board should always be considered, a director nominee should not be chosen nor excluded solely or largely because of race, color, gender, national origin or sexual orientation or identity."	Includes 2009 language plus: "Reflecting the global nature of our business, our directors are citizens of the United States, Brazil, France, Germany, India and Mexico. We have three female directors, two African-American directors and two Hispanic directors out of a total of 14 directors, as of the date of this proxy statement. Our directors come from diverse backgrounds including industrial, non-profit and governmental."		This is great additional disclosure. Information investors never would have had before!
AGN	Allergan Inc.	"Directors should be independent of any particular constituency and be able to represent all of our stockholders, should have the ability to exercise sound business judgment, and should be selected so that our board is a diverse body, with diversity reflecting gender, ethnic background, country of citizenship and professional experience."	No change from 2009.		There is no change from the 2009 filing. Calvert believes the Board should have taken this opportunity to review their diversity policy and process.
T	AT&T Inc.	None	"The Committee also gives consideration to a candidate's judgment, competence, anticipated participation in Board activities, experience, geographic location and special talents or personal attributes. Although the Committee does not have a formal diversity policy, it believes that diversity is an important factor in determining the composition of the Board."		As the definition of diversity is kept vague, nothing of additional value to investors is disclosed here.

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BHI	Baker-Hughes Inc.	"Maintain a Board that reflects diversity, including but not limited to gender, ethnicity and experience."	"Maintain a Board that reflects diversity, including but not limited to gender, ethnicity, background, country of citizenship and experience."		While Calvert appreciates the board defining diversity as inclusive of gender and ethnicity, nothing of additional value to investors is disclosed since last year.
BLL	Ball Corp.	"The Committee will apply the principles of diversity in consideration of candidates."	"Ball's Nominating/Corporate Governance Committee consistently applies the principles of diversity in its consideration of candidates for Board positions. In addition to considering characteristics such as race, gender and national origin, the Committee considers a variety of other characteristics, such as business and professional experience, education and skill, all leading to differences of viewpoint and other individual qualities that contribute to Board heterogeneity."		Nice addition of race and gender to the definition of diversity and the Board's desired characteristics. Calvert would still like to see more details with respect to implementation of this policy.
BOH	Bank of Hawaii Corp.	"The Board should encompass a broad range of skills, expertise, industry knowledge, diversity of viewpoints, background, and business and community contacts relevant to the Company's business."	"To accomplish this, the Nominating & Corporate Governance Committee seeks candidates from different age groups, ethnicities, genders, industries, and experiences, in addition to the criteria described above. The result is a diverse and experienced Board, ranging in age from 44 to 69, with a variety of ethnicities and genders. The Board includes directors with experience in public corporations, non-profits, and entrepreneurial individuals who have successfully run their own private enterprise."		A step in the right direction. Calvert looks forward to more details on the Board's implementation and ability to measure the effectiveness of this policy.
BBT	BBT Corp.	None	"In selecting the slate of nominees to be recommended by the Nominating and Corporate Governance Committee to the Board, and in an effort to maintain a proper mix of directors that results in a highly effective governing body, the Nominating and Corporate Governance Committee also considers such factors as the diverse skills and characteristics of all director nominees; the occupational, geographic and age diversity of all director nominees;"		As the definition of diversity and the implementation of the Board's criteria is kept vague, nothing of additional value to investors is disclosed here.
BEC	Beckman Coulter Inc.	None	"When identifying director nominees, the Nominating and Corporate Governance Committee considers the Board's various roles and seeks a diverse Board of scientists, current or former chief executive officers, healthcare experts, women and minorities"		Nice addition of race and gender to the Board's desired characteristics. Calvert would still like to see more details with respect to implementation of this policy.
BCY	Bucyrus International Inc.	"In considering these criteria, the committee will also seek to have our Board represent a diversity of backgrounds, experience, gender and race. "	"While the Nominating and Corporate Governance Committee does not have a formal policy relating specifically to the consideration of diversity in its process to select and evaluate director nominees, it does seek to have our Board represent a diversity of backgrounds, experience, gender and race. Specifically, this committee considered these criteria relating to diversity as part of its overall evaluation of the candidates it has most recently nominated to serve as directors of our Board, namely Ms. Collins and Messrs. Kapur and Ortberg, and believes such selections successfully satisfy its diversity criteria."		Calvert appreciates the board defining diversity as inclusive of gender and ethnicity and considering diversity in the selection of candidates. However, Calvert feels that the lack of a formal policy bypasses the spirit of the enhanced SEC board diversity requirements.
CNP	Centerpoint Energy Inc.	"In addition, the Governance Committee and the Board take into account the need for a range among the directors of business experience, diversity, professional skills, geographic representation and other qualities they consider important in light of our business plan."	In addition to 2009 language: "The Governance Committee and the Board also considers the diversity of the Board in terms of the geographic, gender, age, and ethnic makeup of its members. The Board evaluates the makeup of its membership in the context of the Board as a whole, with the objective of recommending a group that can effectively work together using its diversity of experience to see that the Company is well-managed and represents the interests of the Company and its shareholders."		Nice addition of race and gender to the definition of diversity and the Board's desired characteristics. Calvert would still like to see more details with respect to implementation of this policy.

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C	Citigroup Inc.	None	"Among the factors that the nomination and governance committee considers when evaluating the composition of the board, diversity is critical. For a company like Citi, which operates in over 100 countries around the globe, diversity includes race, ethnicity and gender as well as the diversity of the communities and geographies in which Citi operates...Citi's board is committed to ensuring that it comprises individuals whose backgrounds reflect the diversity represented by our employees, customers and stakeholders. The candidates nominated for election at Citi's 2010 annual meeting exemplify that diversity: two nominees are women (13 percent) and five nominees (33 percent) – including the chairman and the chief executive officer – are Asian, African-American or Hispanic...The board is satisfied that the current nominees reflect an appropriate diversity of gender, age, race, geographical background and experience but is committed to continuing to consider diversity issues in evaluating the composition of the board."		Calvert appreciates the Board defining diversity and highlighting the value they believe it brings to their company. The additional disclosure on the racial and gender breakdown of their Board is also information investors never had before. Calvert would still like to see more details with respect to implementation of this policy.
CYN	City National Corp.	None	"These criteria and factors include whether the candidate...will assist in achieving a mix of Board members that represents a diversity of skills, background, viewpoints, experiences, industry knowledge and community contacts, including with respect to age, gender, demographics, race and specialized experience"		Nice addition of race and gender to the definition of diversity and the Board's desired characteristics. Calvert would still like to see more details with respect to implementation of this policy.
CVG	Convergys Corp.	"In general, these criteria include: judgment, experience, skills, accountability and integrity, financial literacy, leadership abilities, industry knowledge, diversity, other Board appointments, and independence."	"Skills and characteristics to be considered include: (i) judgment; (ii) experience; (iii) skills; (iv) accountability and integrity; (v) financial literacy; (vi) leadership abilities; (vii) industry knowledge; (viii) diversity (both in perspectives as well as board heterogeneity); (ix) other Board appointments; and (x) independence." The company also identifies every Board member up for election as contributing to the diversity of the Board.		As the definition of diversity is kept vague, nothing of additional value to investors is disclosed here.
CYT	Cytec Industries Inc.	None	"Our Governance Committee also considers the diversity of skills and experiences a new nominee would bring to the Board."		As the definition of diversity is kept vague, nothing of additional value to investors is disclosed here.
EIX	Edison International	"The Committees also consider other factors and information in their evaluation of potential Director nominees, including the Boards' current need for additional members, the candidate's potential for increasing the Boards' range of business experience, desirable skills and diversity, the candidate's independence, and other factors the Committees deem appropriate."	"Our Corporate Governance Guidelines state the Board's policy that the value of diversity on the Board should be considered. The Committee considers ethnic and gender diversity, as well as diversity of skills, backgrounds and qualifications represented on the Board, in recommending nominees for election. The Committee instructed a director search firm retained in 2008 to identify candidates reflecting ethnic and gender diversity. In 2009, the Committee discussed the value of diversity at four Committee meetings. The Committee evaluates its effectiveness in achieving diversity on the Board through its annual review of Board composition, which identifies ethnicity, gender and industry experience, prior to recommending nominees for election."		Even though the details are left out, at least this company mentions implementation and measuring the effectiveness of its policy.
LLY	Eli Lilly & Co.	"Board membership should reflect diversity in its broadest sense, including persons diverse in geography, gender, and ethnicity."	No change from 2009.		There is no change from the 2009 filing. Calvert believes the Board should have taken this opportunity to review their diversity policy and process.

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FITB	Fifth Third Bancorp	"The Company's Corporate Governance Guidelines set forth the following criteria for Directors:...impact on the diversity of the Board's composition in terms of age, skills, ethnicity and other factors relevant to the Company's business..."	No change from 2009.		There is no change from the 2009 filing. Calvert believes the Board should have taken this opportunity to review their diversity policy and process.
GMT	GATX Corp.	None	"In applying the criteria for Board members described above, the Governance Committee and the Board consider diversity to include differences of viewpoint, professional experience, education, skill and other individual qualities and attributes that contribute to an active, effective Board. In this regard, the Board believes that its efforts to achieve diversity on the Board have been effective."		Calvert would like to see the company include racial and gender diversity as part of their definition of diversity.
GE	General Electric Company	None	"The evaluation of director nominees by the Management, Development and Compensation Committee (MDCC) also takes into account diversity of age and background."		Nothing of additional value to investors is disclosed here.
GR	Goodrich Corporation	None	"The Committee on Governance considers matters of diversity (including diversity in professional experience and diversity in terms of race, gender, age and background) in evaluating nominees for election as directors."		Nice addition of race and gender to the definition of diversity and the Board's desired characteristics. Calvert would still like to see more details with respect to implementation of this policy.
GGG	Graco Inc.	None	"In considering whether to recommend an individual for election to our Board, the Governance Committee considers diversity of experience, geographical representation, gender and race....The Committee views diversity expansively and considers, among other things functional areas of business and financial expertise, educational and professional background....ethics, integrity, values, practical wisdom, mature judgment and the ability of the candidate to represent the interests of all shareholders and not those of a special interest group. Our Board of Directors and each of its committees engage in an annual self-evaluation process. This evaluation encompasses a consideration of diversity as described above."		A step in the right direction. Calvert looks forward to more details on the Board's implementation and ability to measure the effectiveness of this policy.
GWW	Grainger WW Inc.	None	"Regarding diversity, the Criteria specify that consideration shall be given to candidates without regard to race, color, religion, gender or national origin. To insure that the Board benefits from diverse perspectives, it seeks qualified nominees from a variety of backgrounds, including candidates of gender and racial diversity, and in any retained search for Board candidates, the Company specifies that the Board is seeking candidates with gender and racial diversity. The Board actively reviews diversity recruiting efforts."		One of the few companies that discloses to investors that during retained searches, the company specifically seeks candidates with gender and racial diversity.
HCP	HCP Inc.	"In addition to the criteria set forth above, the Nominating and Corporate Governance Committee strives to create diversity in perspective, background and experience in the Board as a whole."	"The Company does not have a formal policy for the consideration of diversity in identifying nominees for director. However, in addition to the criteria set forth above, the Nominating and Corporate Governance Committee strives to create diversity in perspective, background and experience in the Board as a whole when identifying and selecting nominees for the Board. On an annual basis, as part of the Board's self-evaluation, the Board assesses whether the mix of Board members is appropriate for the Company."		As the definition of diversity is kept vague, nothing of additional value to investors is disclosed here.

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HON	Honeywell International Inc.	"Director candidates are reviewed by the Committee based on the needs of the Board and the Company's various constituencies, their relative skills and characteristics, and their age and against the following qualities and skills that are considered desirable for Board membership:...their potential contribution to the composition, diversity and culture of the Board"	"While the Company's Corporate Governance Guidelines do not prescribe diversity standards, as a matter of practice, the Committee considers diversity in the context of the Board as a whole and takes into account the personal characteristics (gender, ethnicity, age) and experience (industry, professional, public service) of current and prospective directors to facilitate Board deliberations that reflect a broad range of perspectives."		Nice addition of race and gender to the definition of diversity and the Board's desired characteristics. Calvert would still like to see more details with respect to implementation of this policy.
HUM	Humana Inc	"This process is designed to ensure that the Board includes members with diverse backgrounds, skills and experience, including appropriate financial and other expertise relevant to our business."	"Although the Board and the Nominating & Corporate Governance Committee do not have a policy with regard to the consideration of diversity in identifying director nominees, the director nomination process is designed to ensure that the Board includes members with diverse backgrounds, including race, ethnicity, gender, skills and experience, including appropriate financial and other expertise relevant to the Company's business. The goal of this process is to assemble a group of board members with deep, varied experience, sound judgment, and commitment to the Company's success."		Calvert appreciates the board defining diversity as inclusive of gender and ethnicity and mentioning that the board carefully considers diversity in the selection of candidates. However, Calvert feels that the lack of a formal policy bypasses the spirit of the enhanced SEC board diversity requirements.
IEX	Idex Corp	Qualified candidates for membership on the Board are considered without regard to race, color, religion, sex, ancestry, national origin or disability.	"Qualified candidates for membership on the Board are identified and considered without regard to race, color, religion, sex, ancestry, national origin or disability."		Nothing of additional value to investors is disclosed here. Calvert would like to see what the board seeks in candidates rather than what they do not consider.
IBM	International Business Machines Corp	"The Committee recommends candidates based on their business or professional experience, the diversity of their background and their talents and perspectives."	"In identifying potential director candidates, the Committee and the Board also focus on ensuring that the Board reflects a diversity of experiences, backgrounds and individuals."		There is no substantive change from the 2009 filing and nothing of additional value to investors is disclosed here.
IFF	International Flavors & Fragrances Inc.	"At a minimum, our Nominating and Governance Committee considers the following factors as part of its review of all director candidates and in recommending potential director candidates to the Board: Diversity of viewpoints, backgrounds, experiences and other demographics;"	No change from 2009.		There is no change from the 2009 filing. Calvert believes the Board should have taken this opportunity to review their diversity policy and process.
ISIL	Intersil Corp.	None	"In addition, the Nominating and Governance Committee considers cultural and geographical diversity in the director identification and nomination process."		Nothing of additional value to investors is disclosed here.
ESI	ITT Educational Services Inc.	"The Nominating and Corporate Governance Committee identifies possible nominees for a Director who meet specified objectives in terms of the composition of our Board of Directors that are established by law, the NYSE and/or our Board of Directors, taking into account such factors as geographic, occupational, gender, race and age diversity."	"Our Corporate Governance Guidelines provide that our Nominating and Corporate Governance Committee is to take into account such factors as geographic, occupational, gender, race and age diversity, among other factors, when identifying possible nominees for Director. The Committee implements that policy, and assesses its effectiveness, by examining the diversity of all of the Directors on the Board when it selects nominees for Directors. The diversity of Directors is one of the factors that the Nominating and Corporate Governance Committee considers, along with the other selection criteria described above."		Even though the details are left out, at least this company mentions implementation and measuring effectiveness of its policy.

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K	Kellogg Co.	"The Nominating and Governance Committee believes that all nominees must, at a minimum, meet the criteria set forth in the Board's Code of Conduct and the Corporate Governance Guidelines, which specify, among other things, that the Nominating and Governance Committee will consider criteria such as independence, diversity, age, skills and experience in the context of the needs of the Board."	"In addressing issues of diversity in particular, the Nominating and Governance Committee considers a nominee's differences in viewpoint, professional experience, background, education, skill, age, race, gender and national origin. The Nominating and Governance Committee believes that diversity of backgrounds and viewpoints is a key attribute for a director nominee. The Committee seeks a diverse Board that is representative of our global business, Shareowners, consumers, customers, and employees. While the Nominating and Governance Committee carefully considers diversity when considering directors, it has not established a formal policy regarding diversity."		Calvert appreciates the board defining diversity as inclusive of gender and ethnicity and considering diversity in the selection of candidates. However, Calvert feels that the lack of a formal policy bypasses the spirit of the enhanced SEC board diversity requirements.
KMB	Kimberly Clark Corp.	"Qualified candidates for director are those who, in the judgment of the Nominating and Corporate Governance Committee, possess all of the personal attributes and a sufficient mix of the experience attributes listed below to ensure effective service on the Board...diversity of background and viewpoint: bring to the Board an appropriate level of diversity..."	"As noted above, the Nominating and Corporate Governance Committee believes that diversity of backgrounds and viewpoints is a key attribute for directors. As a result, the Committee seeks to have a diverse Board that is representative of its customer, consumer, employee and stockholder base. While the Committee carefully considers this diversity when considering nominees for director, the Committee has not established a formal policy regarding diversity in identifying director nominees."		Calvert would like to see the Board define diversity as inclusive of gender and ethnicity but appreciates that the Board understands the need to be reflective of its stakeholders. However, Calvert believes that the lack of a formal policy bypasses the spirit of the enhanced SEC disclosure requirement.
KEX	Kirby Corp.	"In addition to the criteria, the Governance Committee and the Board will consider diversity in business experience, professional expertise, gender and ethnic background in evaluating potential nominees for director."	In addition to 2009 language: "While the Board has in the past sought the most qualified candidates for nomination as directors without regard to gender or ethnic background, in January 2009, the Company's Corporate Governance Guidelines and Governance Committee Charter were amended to add provisions concerning the consideration of diversity in business experience, professional skills, gender and ethnic background in selecting nominees for director."		Nice addition of diversity in race and gender to the Board's desired characteristics. Calvert would still like to see more details with respect to implementation of this policy.
LEN	Lennar Corp	None	"The Nominating and Corporate Governance Committee has not considered racial or ethnic diversity in evaluating possible directors. It does not believe race or ethnic background is relevant to a person's qualifications to serve on the Board. While it recognizes the benefits of diversity of training and experience, it does not believe that race or ethnic background significantly affect a person's ability to contribute to our Board."		This board may benefit from diversity training and understanding the value that diverse perspectives bring to bear in a variety of circumstances.
LXK	Lexmark International Inc.	"The Corporate Governance and Public Policy Committee considers candidates for election who would bring a wide range of attributes to the Board. Among those attributes are knowledge, experience, expertise and diversity that would strengthen the Board."	"The general criteria that the Corporate Governance and Public Policy Committee looks for in candidates is...diversity of background and thought, or experience in areas of special interest to the Company, such as brand development or technology"		As the definition of diversity is kept vague, nothing of additional value to investors is disclosed here.
LMT	Lockheed Martin Corp.	"The Board seeks a diverse group of candidates who at a minimum possess the background, skills, expertise, and time to make a significant contribution to the Board, the Corporation, and its stockholders."	"The Board seeks a diverse group of candidates who at a minimum possess the background, skills, expertise, and time to make a significant contribution to the Board, the Corporation, and its stockholders."		There is no change from the 2009 filing and nothing of additional value to investors is disclosed here.

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MTB	M&T Bank Corp	"This assessment includes the potential nominee's qualification as independent, as well as consideration of diversity, age, skills, experience, tenure, contribution and appropriate geographic balance in the context of the needs of the Board of Directors and its committees."	"M&T Bank Corporation strives to foster an inclusive workplace environment which respects and values individual differences. Further, the organization believes that diversity of its employees enhances the organization's ability to innovate, and therefore to maintain a competitive advantage. M&T Bank Corporation values diversity among its board members for these same reasons"...."In light of this guideline, the Nomination, Compensation and Governance Committee endeavors to appoint a slate of nominees that represents diversity with respect to educational background, business experience, skills, geographic representation and community involvement, as well as gender, race and national origin."		Nice addition of race and gender to the Board's desired characteristics. Also highlights the value they believe diversity brings to their organization.
MAN	Manpower Inc.	None	"The guidelines call for the following with respect to the composition of the board: individuals who represent a diversity of gender, race and age...The composition of the board also reflects diversity of country of origin, gender, race and age, an objective that the nominating and governance committee continually strives to enhance when searching for and considering new directors."		Nice addition of diversity in race and gender to the Board's desired characteristics. Calvert would still like to see more details with respect to implementation of this policy.
MI	Marshall & Ilsley Corp	None	"In assessing the "variety of experience and backgrounds" of candidates, the Nominating Committee considers diversity, including race, gender and ethnicity. The Nominating Committee implements this policy by considering all aspects of each individual's experience and background in the director nomination process, and assesses the effectiveness of the policy through regular reviews of the composition of the Board on an individual basis and as a whole."		Even though the details are left out, at least this company mentions implementation and measuring the effectiveness of its policy.
MDC	MDC Holdings Inc.	None	"In identifying director nominees, the Committee considers"..."the diversity of the candidate's experience and qualifications, including business experience, specific expertise, strength of character, judgment, and other factors deemed appropriate in adding value to the composition of the Board."		As the definition of diversity is kept vague, nothing of additional value to investors is disclosed here.
MDU	MDU Resources Group Inc.	None	"On February 11, 2010, the board, upon recommendation of the nominating and governance committee, amended our corporate governance guidelines to include diversity as a consideration in identifying nominees for director. When identifying nominees to serve as director, the nominating and governance committee will consider candidates with diverse business and professional experience, skills, gender, and ethnic background, as appropriate, in light of the current composition and needs of the board. The nominating and governance committee will assess the effectiveness of this policy annually in connection with the nomination of directors for election at the annual meeting of stockholders. The composition of the current board reflects diversity in business and professional experience, skills, and gender."		Even though the details are left out, at least this company mentions measuring the effectiveness of its policy.
WFR	MEMC Electronic Materials Inc.	None	"While the Nominating and Corporate Governance Committee does not have a written policy regarding diversity in identifying new director candidates, the Committee takes diversity into account in looking for the best available candidates to serve on the Board of Directors. The Committee looks to establish diversity on the Board through a number of demographics, experiences, including operational experience, skills, and viewpoints, all with a view to identify candidates that can assist the Board with its decision making. The Committee believes that the current Board of Directors reflects diversity on a number of these factors."		Calvert appreciates the defining of diversity. However, Calvert feels that the lack of a formal policy bypasses the spirit of the enhanced SEC board diversity requirements.

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MCO	Moodys Corp.	"The Governance and Compensation Committee also seeks to achieve a diversity of occupational and personal backgrounds on the Board."	"This annual evaluation of the Board's composition enables the Board and the Governance and Compensation Committee to update the skills and experience they seek in the Board as a whole, and in individual directors, as the Company's needs evolve and change over time and to assess the effectiveness of efforts at pursuing diversity."		As the definition of diversity is kept vague, nothing of additional value to investors is disclosed here.
MOT	Motorola Inc.	"As stated in the Motorola, Inc. Board Governance Guidelines, when selecting directors, the Board and the Governance and Nominating Committee review and consider many factors, including: experience in the context of the Board's needs; leadership qualities; diversity; ability to exercise sound judgment; existing time commitments; years to retirement age; and independence."	No change from 2009.		There is no change from the 2009 filing. Calvert believes the Board should have taken this opportunity to review their diversity policy and process.
NYT	New York Times Co.	"Consistent with the Company's Corporate Governance Principles, the Committee considers various criteria in Board candidates, including, among others, independence, diversity..."	In addition to the 2009 statement: "In addition, pursuant to the Company's Corporate Governance Principles, the Committee considers as one factor among many the diversity of Board candidates, which may include diversity of skills and experience as well as geographic gender, age, and ethnic diversity. The Committee does not, however, have a formal policy with regard to the consideration of diversity in identifying Board candidates."		Calvert appreciates the board defining diversity as inclusive of gender and ethnicity and considering diversity in the selection of candidates. However, Calvert feels that the lack of a formal policy bypasses the spirit of the enhanced SEC board diversity requirements.
NEM	Newmont Mining Corp.	None	"Newmont considers diversity, age and skills in deciding on nominees. The Corporate Governance and Nominating Committee considers a broad range of diversity, not limited to merely race, gender or national origin, but considering all relevant background and experience. We consider this through discussions at the Corporate Governance and Nominating Committee meetings."		Nice addition of race and gender to the Board's desired characteristics. Calvert would still like to see more details with respect to implementation of this policy.
ODP	Office Depot Inc.	None	"The Corporate Governance and Nominating Committee does not have a formal policy with respect to diversity, however, it seeks to have a Board of Directors that represents diversity as to gender, race, ethnicity and background experiences."		Calvert appreciates the board defining diversity as inclusive of gender and ethnicity and considering diversity in the selection of candidates. However, Calvert feels that the lack of a formal policy bypasses the spirit of the enhanced SEC board diversity requirements.
PCAR	Paccar Inc.	None	"The Committee has established written criteria for the selection of new directors...The criteria state that a diversity of perspectives, skills and business experience relevant to the Company's global operations should be represented on the Board including international business, manufacturing, financial services and aftermarket customer programs."		As the definition of diversity and the implementation of the Board's criteria is kept vague, nothing of additional value to investors is disclosed here.

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PTEN	Patterson-UTI Energy Inc.	None	"Although the Nominating and Corporate Governance Committee does not have a stand-alone policy with regard to consideration of diversity in identifying director nominees, it considers diversity in professional background, experience, expertise (including as to financial matters) and perspective (including as to age, gender and ethnicity) with respect to the Board of Directors composition as a whole when evaluating a director nominee."		Calvert appreciates the board defining diversity as inclusive of gender and ethnicity and considering diversity in the selection of candidates. However, Calvert feels that the lack of a formal policy bypasses the spirit of the enhanced SEC board diversity requirements.
PMCS	PMC Sierra Inc.	None	"The NCGC does not have a formal policy with respect to diversity, but PMC's Corporate Governance Guidelines expressly provide that the NCGC consider Board candidates and/or nominees who represent a mix of backgrounds, diversity of race/ethnicity, gender, age, skills and experience that enhance the quality of the Board's deliberations and decisions."		Calvert appreciates the board defining diversity as inclusive of gender and ethnicity and considering diversity in the selection of candidates. However, Calvert feels that the lack of a formal policy bypasses the spirit of the enhanced SEC board diversity requirements.
PPG	PPG Industries	None	"The Nominating and Governance Committee does not have formal policy with regard to the consideration of diversity in identifying director candidates. However, as discussed above we endeavor to have a Board representing diverse experience at policy-making levels in business, government, education and technology, and in areas that are relevant to the Company's global activities. The Nominating and Governance Committee seeks to find director candidates who have demonstrated executive leadership ability and who are representative of the broad scope of shareholder interests by identifying candidates from diverse industries having diverse cultural backgrounds, ethnic backgrounds, viewpoints and ages."		Nice addition of ethnicity to the definition of diversity. Calvert would still like to see more details with respect to implementation of this policy.
PGR	Progressive Corp.	None	"The Board seeks to include individuals with a wide variety of talents, skills, experiences, and perspectives, in addition to considering demographic criteria such as gender, race, and age. It is the Board's policy to include among its members individuals of both genders and from different racial and ethnic groups whenever possible. The directors believe that such diversity provides the Board with broader perspectives, a wide array of thoughts and ideas, and insight into the views and priorities of our diverse customer, agent, and employee bases. To evaluate the impact of the addition of a candidate on the diversity of the Board, the Committee considers how distinct the candidate's background, experience, skills, and personal characteristics are from those of the incumbent directors and whether the candidate would bring a unique perspective to the Board. The Committee assesses the effectiveness of its practices for consideration of diversity in nominating director candidates by periodically analyzing the diversity of the Board as a whole and, based on that analysis, determining		Calvert appreciates the Board defining diversity and highlighting the value they believe it brings to their company. Further, the company mentions how they implement and measure the effectiveness of their policy.

Ticker	Company Name	2009 Diversity Language	2010 Diversity Language	Grade	Calvert's Analysis
SHW	Sherwin-Williams Co.	"The Nominating Committee seeks a diverse group of candidates who possess the appropriate characteristics, skills, experience and time to make a significant contribution to the Board of Directors, Sherwin-Williams and our shareholders."	"In considering each director nominee and the composition of the Board of Directors as a whole, the Nominating and Corporate Governance Committee utilizes a diverse group of experiences, characteristics, attributes and skills, including diversity in gender, ethnicity and race, that the Committee believes enables a director nominee to make a significant contribution to the Board, Sherwin-Williams and our shareholders." The company also lists which directors enhance the Board's perspectives "through diversity in gender, ethnic background, race, etc."		It is great to see which Directors contribute to diversity in gender, ethnic background, race, etc. Information investors would have never had before!
SLAB	Silicon Laboratories Inc.	"The Nominating and Corporate Governance Committee believes that the backgrounds and qualifications of the directors, considered as a group, should provide a diverse mix of experience, knowledge and skills."	In addition to the 2009 statement: "The Nominating and Corporate Governance Committee considers the effectiveness of this policy and the effectiveness of the Board of Directors generally in the course of nominating directors for election."		A step in the right direction. Calvert looks forward to more details on the Board's implementation and ability to measure the effectiveness of this policy.
SON	Sonoco Products Co.	"In recommending candidates, the Corporate Governance and Nominating Committee evaluates such factors as it deems appropriate based on our current needs. These factors may include diversity, age, skills..."	"The Committee strives to have a diverse board in terms of types of experience, background, age, skills, gender, race and nationality, although it does not have a specific policy or guideline related to board diversity."		Calvert appreciates the board defining diversity as inclusive of gender and ethnicity and considering diversity in the selection of candidates. However, Calvert feels that the lack of a formal policy bypasses the spirit of the enhanced SEC board diversity requirements.
STI	Suntrust Banks Inc.	"The Committee and Board also consider the diversity of the Board when selecting nominees."	"The Committee seeks to nominate candidates who bring diverse experiences and perspectives to our Board. In evaluating candidates, the Committee's practice is to consider, among other things, diverse business experiences, the candidate's range of experiences with public companies, and racial and gender diversity. The Committee has not formalized this practice into a written policy."		Nice addition of race and gender to the definition of diversity and the Board's desired characteristics. Calvert would still like to see more details.
SNV	Synovus Financial Corp.	"The Committee also considers the following criteria when reviewing a director candidate: Whether the director/potential director assists in achieving a mix of Board members that represents a diversity of background, perspective and experience, including with respect to age, gender, race, place of residence and specialized experience."	No change from 2009.		There is no change from the 2009 filing. Calvert believes the Board should have taken this opportunity to review their diversity policy and process.
TROW	T Rowe Price Group Inc.	"In evaluating potential candidates, we consider independence from management, experience, expertise, commitment, diversity, age, number of other public board and related committee seats held, and potential conflicts of interest, among other factors, as well as take into account the composition of the Board at the time of the assessment."	"In considering diversity, we consider diversity of background and experience as well as ethnic and other forms of diversity. We do not, however, have any formal policy regarding diversity in identifying nominees for a directorship, but rather, consider it among the various factors relevant to any particular nominee."		Nice addition of ethnicity to the definition of diversity. Calvert would still like to see more details with respect to implementation of this policy.
TCB	TCF Financial Corp.	None	"The Board does not have a formal policy of considering diversity in identifying potential Director nominees, but believes that its membership should broadly reflect the banking community served by the Company and therefore has an informal practice of considering a nominee's age, race, ethnicity, national origin, gender, and geographic location in addition to such nominee's qualifications for Board service." The company also identifies which Board members contribute to the diversity of the Board.		It is great to see which Directors contribute to diversity in gender, ethnic background, race, etc. Information investors would have never had before!

Ticker	Company Name	2009 Diversity Language	2010 Diversity Language	Grade	Calvert's Analysis
TDC	Teradata Corp.	None	"The Governance Committee and the board also consider the diversity needs of the board, including the desire for diverse perspectives that can be gained through any number of factors...gender or national origin....In 2009, the board's continued commitment to diversity was demonstrated through the addition of Nancy Cooper as a director, and the desire for diverse perspectives will continue to be a factor in the board's ongoing search for director candidates."		A step in the right direction. Calvert looks forward to more diverse perspectives to be added to the board.
TXN	Texas Instruments Inc.	None	"As indicated by the criteria above, the board prefers a mix of background and experience among its members. The board does not follow any ratio or formula to determine the appropriate mix. Rather, it uses its judgment to identify nominees whose backgrounds, attributes and experiences, taken as a whole, will contribute to the high standards of board service at the company. The effectiveness of this approach is evidenced by the directors' participation in the insightful and robust yet collegial deliberation that occurs at board and committee meetings and in shaping the agendas for those meetings."		Calvert would still like to see more details with respect to implementation of this policy.
KO	The Coca-Cola Company	"Diversity of race, ethnicity, gender and age are factors in evaluating candidates for Board membership."	"The board does not have a specific diversity policy, but considers diversity of race, ethnicity, gender, age, cultural background and professional experiences in evaluating candidates for Board membership. Diversity is important because a variety of points of view contribute to a more effective decision-making process"...."The Company's products are sold in over 200 countries around the world and significant areas of future growth are located outside of the United States. The Company's business is truly global and multicultural. Therefore, the Board believes that international experience or specific knowledge of a key geographic growth area and diversity of race, gender, age, cultural background and professional experiences should be represented on the Board."		This is great additional disclosure. Information investors never would have had before!
X	United States Steel Corp.	"The Committee establishes criteria for selecting new directors, which include...f) the diversity of backgrounds and experience they will bring to the Board..."	"In addition to 2009 language: In evaluating diversity, the Committee considers not only racial and gender diversity, but also the need for a Board that represents diverse experience at policy making levels in business, government and education and in industries that are relevant to the Corporation's business operations. The director selection criteria described above, including diversity, are evaluated by the Committee each time a new candidate is considered for Board membership. In addition, at the end of each year, the Board of Directors conducts a thorough self-evaluation of its performance. This evaluation includes an assessment of whether the Board (i) has the appropriate mix of skills, experience and other characteristics, and (ii) is made up of a sufficiently diverse group of people (in terms of age, background, experience, gender and race)."		Nice addition of race and gender to the definition of diversity and the Board's desired characteristics. Calvert would still like to see more details with respect to implementation of this policy.
USB	US Bancorp	"In evaluating candidates for nomination as a director of U.S. Bancorp, the Governance Committee will also consider other criteria, including...gender and ethnic diversity on the Board; independence; and general criteria such as ethical standards, independent thought, practical wisdom and mature judgment."	In addition to 2009 language: "Our Governance Committee also considers racial, gender and geographical diversity in our director candidates, and discusses these matters in the course of considering the mix of attributes and qualifications of each candidate."		While Calvert appreciates the board defining diversity as inclusive of gender and ethnicity, nothing of additional value to investors is disclosed since last year.
VLY	Valley National Bancorp	None	"Diversity is one of the factors that the Nominating Committee considers in identifying nominees for director...The Nominating Committee has not adopted a formal diversity policy with regard to the selection of director nominees."		As the definition of diversity is kept vague, nothing of additional value to investors is disclosed here.

Ticker	Company Name	2009 Diversity Language	2010 Diversity Language	Grade	Calvert's Analysis
WHR	Whirlpool Corp.	"Whirlpool has established through its Corporate Governance and Nominating Committee selection criteria that identify desirable skills and experience for prospective Board members"...and address the issues of diversity and background."	"The Corporate Governance and Nominating Committee has determined that it is desirable for the Board to have a variety of differences in viewpoints...race, gender, age and national origin, and consider issues of diversity and background in its selection process."		Nice addition of race and gender to the Board's desired characteristics. Calvert would still like to see more details with respect to implementation of this policy.
XL	XL Capital Ltd.	None	"The Company's corporate governance guidelines provide that the Nominating, Governance and External Affairs Committee consider diversity among other factors in assessing the skills and characteristics of Director candidates and the Board as a whole. This consideration includes a broad evaluation of diversity of skills, experience, and viewpoints represented on the Board as a whole. The Nominating, Governance, and External Affairs Committee discusses and evaluates diversity at the Board and Committee levels."		As the definition of diversity and the implementation of the Board's criteria is kept vague, nothing of additional value to investors is disclosed here.

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