

The Council of Institutional Investors applauds the board of directors of [H&R Block](#) for amending its bylaws to provide for an annual, non-binding shareowner vote on the company's pay and performance policies.

The change, which H&R Block announced on June 17, 2008, was one of several steps the company said it was taking to enhance corporate governance. H&R Block joins Aflac, RiskMetrics, Tech Data and Littlefield, which have also agreed to give shareowners an advisory vote on compensation this year.

The Council believes that "say on pay" votes offer shareowners a way to communicate their views about a company's pay policies and executive pay packages. They also give boards timely feedback about shareowners' perspectives on compensation practices.