

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Red Rock Resorts, Inc.

Meeting Date: 07/06/2017	Country: USA	Primary Security ID: 75700L108	Meeting ID: 1147186
Record Date: 05/08/2017	Meeting Type: Annual	Ticker: RRR	
Primary CUSIP: 75700L108	Primary ISIN: US75700L1089	Primary SEDOL: BYY9947	Proxy Level: 3
	Shares Voted: 3,442	Votable Shares: 3,442	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,442

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank J. Fertitta, III	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. WITHHOLD votes are warranted for Frank Fertitta III, Lorenzo Fertitta, James Nave, Robert Cashell Jr., and Robert Lewis given the problematic capital structure in connection with the company's IPO that adversely impact shareholders' rights.</i>						
1.2	Elect Director Lorenzo J. Fertitta	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. WITHHOLD votes are warranted for Frank Fertitta III, Lorenzo Fertitta, James Nave, Robert Cashell Jr., and Robert Lewis given the problematic capital structure in connection with the company's IPO that adversely impact shareholders' rights.</i>						
1.3	Elect Director Robert A. Cashell, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. WITHHOLD votes are warranted for Frank Fertitta III, Lorenzo Fertitta, James Nave, Robert Cashell Jr., and Robert Lewis given the problematic capital structure in connection with the company's IPO that adversely impact shareholders' rights. WITHHOLD votes are further warranted for James Nave, Robert Cashell Jr., and Robert Lewis given the board's failure to remove, or subject to a sunset requirement, the adverse governance provisions implemented at the time of the IPO that adversely impact shareholder rights.</i>						
1.4	Elect Director Robert E. Lewis	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. WITHHOLD votes are warranted for Frank Fertitta III, Lorenzo Fertitta, James Nave, Robert Cashell Jr., and Robert Lewis given the problematic capital structure in connection with the company's IPO that adversely impact shareholders' rights. WITHHOLD votes are further warranted for James Nave, Robert Cashell Jr., and Robert Lewis given the board's failure to remove, or subject to a sunset requirement, the adverse governance provisions implemented at the time of the IPO that adversely impact shareholder rights.</i>						
1.5	Elect Director James E. Nave	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. WITHHOLD votes are warranted for Frank Fertitta III, Lorenzo Fertitta, James Nave, Robert Cashell Jr., and Robert Lewis given the problematic capital structure in connection with the company's IPO that adversely impact shareholders' rights. WITHHOLD votes are further warranted for James Nave, Robert Cashell Jr., and Robert Lewis given the board's failure to remove, or subject to a sunset requirement, the adverse governance provisions implemented at the time of the IPO that adversely impact shareholder rights.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Red Rock Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	06/20/2017	Auto-Approved	06/20/2017	3,442	3,442
Total Shares:							3,442	3,442

Office Depot, Inc.

Meeting Date: 07/20/2017	Country: USA	Primary Security ID: 676220106	Meeting ID: 1158757
Record Date: 06/01/2017	Meeting Type: Annual	Ticker: ODP	
Primary CUSIP: 676220106	Primary ISIN: US6762201068	Primary SEDOL: 2655981	Proxy Level: 3
Shares Voted: 617		Votable Shares: 617	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 617

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerry P. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Kristin A. Campbell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Cynthia T. Jamison	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director V. James Marino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Francesca Ruiz de Luzuriaga	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director David M. Szymanski	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Nigel Travis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Office Depot, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Joseph S. Vassalluzzo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Despite the significant increase in the former CEO's pay due to grant of equity awards during a period of poor shareholder return, the former CEO's pay is not excessive and half of the equity awards are performance-based.</i>							
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	06/28/2017	Auto-Approved	06/28/2017	617	617
Total Shares:							617	617

The Trade Desk, Inc.

Meeting Date: 07/20/2017	Country: USA	Primary Security ID: 88339J105	Meeting ID: 1161142
Record Date: 05/24/2017	Meeting Type: Annual	Ticker: TTD	
Primary CUSIP: 88339J105	Primary ISIN: US88339J1051	Primary SEDOL: BD8FDD1	Proxy Level: 1
Shares Voted: 1,639		Votable Shares: 1,639	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,639

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeff T. Green	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. WITHHOLD votes are warranted for Jeff Green and Eric Paley given the board's failure to remove, or submit to a sunset provision, the supermajority vote requirement to enact certain changes to the governing documents and the classified board that adversely impact shareholder rights, and the multi-class capital structure.</i>							

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Location(s): Unitarian Universalist Association

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The Trade Desk, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Eric B. Paley	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. WITHHOLD votes are warranted for Jeff Green and Eric Paley given the board's failure to remove, or submit to a sunset provision, the supermajority vote requirement to enact certain changes to the governing documents and the classified board that adversely impact shareholder rights, and the multi-class capital structure.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	07/05/2017	Auto-Approved	07/05/2017	1,639	1,639
Total Shares:							1,639	1,639

Exact Sciences Corporation

Meeting Date: 07/27/2017	Country: USA	Primary Security ID: 30063P105	Meeting ID: 1146506
Record Date: 06/02/2017	Meeting Type: Annual	Ticker: EXAS	
Primary CUSIP: 30063P105	Primary ISIN: US30063P1057	Primary SEDOL: 2719951	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,316	Votable Shares: 1,316	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,316

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maneesh K. Arora	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees for failure to submit the adoption of a poison pill to a shareholder vote since its adoption. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director James E. Doyle	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees for failure to submit the adoption of a poison pill to a shareholder vote since its adoption. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Lionel N. Sterling	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees for failure to submit the adoption of a poison pill to a shareholder vote since its adoption. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Location(s): Unitarian Universalist Association

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Exact Sciences Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC) and an analysis of the plan amendments, a vote FOR this proposal is warranted.</i>							
5	Ratify BDO USA, LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	07/05/2017	Auto-Approved	07/05/2017	1,316	1,316
Total Shares:							1,316	1,316

Sprint Corporation

Meeting Date: 08/03/2017	Country: USA	Primary Security ID: 85207U105	Meeting ID: 1160442
Record Date: 06/05/2017	Meeting Type: Annual	Ticker: S	
Primary CUSIP: 85207U105	Primary ISIN: US85207U1051	Primary SEDOL: BC4FF21	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,790	Votable Shares: 1,790	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,790

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gordon Bethune	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Marcelo Claure	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Patrick Doyle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Ronald Fisher	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Sprint Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Julius Genachowski	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director Michael Mullen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Masayoshi Son	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director Sara Martinez Tucker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Total CEO pay fell sharply following a large turnaround incentive grant in the prior year. As the grant was intended to cover three years, the CEO did not receive equity for the year in review; his pay is currently positioned well below the market. However, some concern is raised that equity grants to other NEOs are majority time-vested and performance metrics underlying both short and long-term incentives changed entirely from the prior year.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	07/20/2017	Auto-Approved	07/20/2017	1,790	1,790
Total Shares:							1,790	1,790

CA, Inc.

Meeting Date: 08/09/2017	Country: USA	Primary Security ID: 12673P105	Meeting ID: 1160915
Record Date: 06/12/2017	Meeting Type: Annual	Ticker: CA	
Primary CUSIP: 12673P105	Primary ISIN: US12673P1057	Primary SEDOL: 2214832	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

CA, Inc.

Shares Voted: 4,040

Votable Shares: 4,040

*Shares on Loan: 0

Shares Instructed: 4,040

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Jens Alder	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1B	Elect Director Raymond J. Bromark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1C	Elect Director Michael P. Gregoire	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1D	Elect Director Rohit Kapoor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1E	Elect Director Jeffrey G. Katz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1F	Elect Director Kay Koplovitz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1G	Elect Director Christopher B. Lofgren	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1H	Elect Director Richard Sulpizio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1I	Elect Director Laura S. Unger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1J	Elect Director Arthur F. Weinbach	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1K	Elect Director Renato (Ron) Zambonini	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Some concerns are noted; however, pay and performance are reasonably aligned at this time. As such, a vote FOR this proposal is warranted.</i>							

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CA, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year		
Voting Policy Rationale: A vote for the adoption of a ONE-YEAR say-on-pay frequency is warranted.									
5	Amendment to Increase Number of Shares Issuable Under the 2012 Non-Employee Stock Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted. By paying directors a greater portion of their compensation in stock rather than cash, their interests may be more closely aligned with those of shareholders.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	07/21/2017	Auto-Approved	07/21/2017	4,040	4,040
Total Shares:								4,040	4,040

DXC Technology Company

Meeting Date: 08/10/2017	Country: USA	Primary Security ID: 23355L106	Meeting ID: 1161143
Record Date: 06/12/2017	Meeting Type: Annual	Ticker: DXC	
Primary CUSIP: 23355L106	Primary ISIN: US23355L1061	Primary SEDOL: BYXD7B3	Proxy Level: 3
	Shares Voted: 310	Votable Shares: 310	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 310	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mukesh Aghi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Amy E. Alving	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director David L. Herzog	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Sachin Lawande	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director J. Michael Lawrie	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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DXC Technology Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Julio A. Portalatin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Peter Rutland	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Manoj P. Singh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Margaret C. Whitman	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Robert F. Woods	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Executives received sizeable discretionary bonuses for the second consecutive year, amid below threshold financial achievement under separate formulaic incentives. These payments were made in the context of multiple, large equity awards in FY2016 and FY2018 on top of an already substantial CEO pay package.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of a ONE-YEAR say-on-pay frequency is warranted.</i>						
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The proposal is on ballot solely for Section 162(m) approval; however, as this is the first opportunity for shareholders to opine on the new equity incentive plan, the vote recommendation is based on the full Equity Plan Scorecard (EPSC) evaluation. Based on evaluation of the estimated cost, plan features, and grant practices using the EPSC, a vote AGAINST this proposal is warranted due to the following key factors:- Plan cost is excessive- Estimated duration of available and proposed shares exceeds six years- The plan allows broad discretion to accelerate vesting</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	07/28/2017	Auto-Approved	07/28/2017	310	310
Total Shares:							310	310

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Kornit Digital Ltd.

Meeting Date: 08/14/2017 **Country:** Israel **Primary Security ID:** M6372Q113 **Meeting ID:** 1163010
Record Date: 07/10/2017 **Meeting Type:** Annual **Ticker:** KRNT

Primary CUSIP: N/A **Primary ISIN:** IL0011216723 **Primary SEDOL:** BWFRFD7 **Proxy Level:** N/A
Shares Voted: 5,476 **Votable Shares:** 5,476 ***Shares on Loan:** 0 **Shares Instructed:** 5,476
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Reelect Ofer BenZur as Director for a Three-Year Period	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, this item warrants a vote FOR.</i>							
1.2	Reelect Gabi Seligsohn as Director for a Three-Year Period	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, this item warrants a vote FOR.</i>							
2	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: This is a routine item that warrants a vote FOR.</i>							
3	Approve Employment Terms of Gabi Seligsohn, CEO	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the proposed amendment implies a reduction in shareholder rights.</i>							
4	Approve One-Time Bonus to Gabi Seligsohn, CEO	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted, as the company has provided sufficient disclosure and as the proposed bonus would not make up an excessive share of the company's net proceeds from its public offering.</i>							
A	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST	Mgmt	Yes	None	Refer	Refer	For
<i>Voting Policy Rationale: Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will be disqualified.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	KAnders	07/31/2017	KAnders	07/31/2017	5,476	5,476
Total Shares:							5,476	5,476

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

FLEX LTD.

Meeting Date: 08/15/2017	Country: Singapore	Primary Security ID: Y2573F102	Meeting ID: 1163142
Record Date: 06/16/2017	Meeting Type: Annual	Ticker: FLEX	
Primary CUSIP: Y2573F102	Primary ISIN: SG9999000020	Primary SEDOL: 2353058	Proxy Level: N/A
	Shares Voted: 1,490	Votable Shares: 1,490	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,490

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael D. Capellas	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is at least 20 percent diversity. The board does not include at least one woman director after the election.</i>						
1b	Elect Director Marc A. Onetto	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one woman director after the election.</i>						
2	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
3	Approve Issuance of Shares without Preemptive Rights	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because:- Shareholders of companies with exclusive or primary listing in the US do not have an expectation of being granted preemptive subscription rights for share issuances in exchange for cash or for financing purposes; and- Listing rules provide protections against issuances of shares of over 20 percent of share capital.</i>						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time</i>						
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						
6	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
7	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: This is a routine buyback request. As such, shareholders are advised to vote FOR this item.</i>						
8	Approve Changes in the Cash Compensation Payable to Non-Employee Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: This item warrants a vote FOR, as the company provides sufficient disclosure and the proposed compensation terms do not raise any apparent concern.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	08/03/2017	Auto-Approved	08/03/2017	1,490	1,490

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

FLEX LTD.

Total Shares:	1,490	1,490
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New Relic, Inc.

Meeting Date: 08/22/2017	Country: USA	Primary Security ID: 64829B100	Meeting ID: 1163368
Record Date: 06/23/2017	Meeting Type: Annual	Ticker: NEWR	

Primary CUSIP: 64829B100	Primary ISIN: US64829B1008	Primary SEDOL: BT6T3N7	Proxy Level: 3
Shares Voted: 2,195	Votable Shares: 2,195	*Shares on Loan: 0	Shares Instructed: 2,195
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lewis Cirne	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Lewis Cirne and Peter Fenton given the board's failure to remove, or submit to a sunset provision, the supermajority vote requirement to enact certain changes to the governing documents and the classified board that adversely impact shareholder rights. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Peter Fenton	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for Lewis Cirne and Peter Fenton given the board's failure to remove, or submit to a sunset provision, the supermajority vote requirement to enact certain changes to the governing documents and the classified board that adversely impact shareholder rights. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	07/31/2017	Auto-Approved	07/31/2017	2,195	2,195
Total Shares:							2,195	2,195

Whole Foods Market, Inc.

Meeting Date: 08/23/2017	Country: USA	Primary Security ID: 966837106	Meeting ID: 1165675
Record Date: 07/19/2017	Meeting Type: Special	Ticker: WFM	

Primary CUSIP: 966837106	Primary ISIN: US9668371068	Primary SEDOL: 2963899	Proxy Level: 5
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*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Whole Foods Market, Inc.

Total Ballots: 1 **Shares Voted:** 100 **Votable Shares:** 100 ***Shares on Loan:** 0 **Shares Instructed:** 100
Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Notwithstanding some concerns regarding the sales process, a vote FOR this proposal is warranted given the substantial premium for WFM shareholders and the certainty of value inherent in the cash consideration. Moreover, while the offer price represents a discount to WFM's all-time and three-year high stock price, this appears to reflect the decline in WFM's growth profile and profitability. The merger consideration also represents an EV/NTM EBITDA and NTM P/E multiple premium of approximately 28.4 percent and 44.4 percent, respectively, compared to each respective three-year unaffected median.</i>							
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted. Although equity awards are subject to single-trigger vesting, cash severance payments are double-triggered and not excessive. Also, no excise tax gross-ups may be paid.</i>							
3	Reduce Authorized Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Given that this proposal would avoid any delays in consummating the merger agreement contemplated under Item 1, which warrants shareholder support, and that the number of shares authorized does not affect the per share or aggregate merger consideration, a vote FOR this proposal is warranted.</i>							
4	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the underlying transaction contemplated under Item 1 warrants shareholder support.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	08/10/2017	Auto-Approved	08/10/2017	100	100
Total Shares:							100	100

Staples, Inc.

Meeting Date: 09/06/2017 **Country:** USA **Primary Security ID:** 855030102 **Meeting ID:** 1167476
Record Date: 08/01/2017 **Meeting Type:** Special **Ticker:** SPLS

Primary CUSIP: 855030102 **Primary ISIN:** US8550301027 **Primary SEDOL:** 2841489 **Proxy Level:** 5

Shares Voted: 1,671 **Votable Shares:** 1,671 ***Shares on Loan:** 0 **Shares Instructed:** 1,671
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Given the reasonable sale process resulting in a premium of 18.4 percent over the unaffected price, the certainty of value inherent in cash consideration, and the challenging industry conditions leading to significant downside risk in the standalone case, a vote FOR this proposal is warranted.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Staples, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against		
Voting Policy Rationale: A vote AGAINST this proposal is warranted. While cash severance payments are payable only upon a qualifying termination and are reasonably based, the CEO and other NEOs are eligible to receive problematic excise tax gross-up payments. These arrangements contradict a prior company policy of not providing such gross-ups. In addition, equity award vesting will automatically accelerate for all outstanding awards in connection with the merger, including recently granted performance-conditioned awards.									
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that the underlying transaction warrants shareholder support.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	08/23/2017	Auto-Approved	08/23/2017	1,671	1,671
Total Shares:								1,671	1,671

Swift Transportation Company

Meeting Date: 09/07/2017	Country: USA	Primary Security ID: 87074U101	Meeting ID: 1168597
Record Date: 07/12/2017	Meeting Type: Special	Ticker: SWFT	
Primary CUSIP: 87074U101	Primary ISIN: US87074U1016	Primary SEDOL: B4PZRV7	Proxy Level: 5
Total Ballots: 1	Shares Voted: 3,151	Votable Shares: 3,151	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 3,151

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted in light of the strategic rationale and the positive market reaction.</i></p>							
2	Eliminate Class of Common Stock	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the elimination of Class B shares would align voting rights with economic interests.</i></p>							
3	Approve Reverse Stock Split	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the effective increase in the number of authorized common shares is below the allowable threshold.</i></p>							
4	Classify the Board of Directors	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as it would reduce director accountability to shareholders. While support for the underlying merger transaction is warranted, the board has failed to articulate a compelling rationale as to why this proposal is essential to the success of the merger.</i></p>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Swift Transportation Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Provide Right to Act by Written Consent	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the right to act by written consent is a tool that allows shareholders to take action in between annual meetings, and is generally considered good governance, the restriction placed on this ability by the company under this proposal is too onerous for it to be considered a positive practice. Approval of this proposal would diminish shareholder rights.</i>							
6	Amend Articles of Incorporation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed amendments do not appear to have a material adverse impact on shareholder rights.</i>							
7	Adjourn Meeting	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Given that Item 4 and Item 5 do not warrant support, a vote AGAINST this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	08/28/2017	Auto-Approved	08/28/2017	3,151	3,151
Total Shares:							3,151	3,151

Virtusa Corporation

Meeting Date: 09/07/2017	Country: USA	Primary Security ID: 92827P102	Meeting ID: 1166533
Record Date: 07/17/2017	Meeting Type: Annual	Ticker: VRTU	
Primary CUSIP: 92827P102	Primary ISIN: US92827P1021	Primary SEDOL: B1YWRN0	Proxy Level: 3
	Shares Voted: 3,015	Votable Shares: 3,015	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 3,015	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William K. O'Brien	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one woman director after the election.</i>							
1.2	Elect Director Al-Noor Ramji	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one woman director after the election.</i>							
1.3	Elect Director Joseph G. Doody	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is at least 20 percent diversity. The board does not include at least one woman director after the election.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Virtusa Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted in light of a problematic equity grant practice. The company replaced NEOs' original annual 2017 performance equity grants with "reset" awards after it became apparent that the original performance awards would likely be forfeited due to unmet goals. This decision somewhat insulated executives from poor performance results. Additional concerns are raised by above-median benchmarking practices.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	08/21/2017	Auto-Approved	08/21/2017	3,015	3,015
Total Shares:							3,015	3,015

Take-Two Interactive Software, Inc.

Meeting Date: 09/15/2017	Country: USA	Primary Security ID: 874054109	Meeting ID: 1166379
Record Date: 07/21/2017	Meeting Type: Annual	Ticker: TTWO	
Primary CUSIP: 874054109	Primary ISIN: US8740541094	Primary SEDOL: 2122117	Proxy Level: 3
	Shares Voted: 1,658	Votable Shares: 1,658	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,658	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Strauss Zelnick	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1.2	Elect Director Robert A. Bowman	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies. There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1.3	Elect Director Michael Dornemann	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1.4	Elect Director J Moses	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Take-Two Interactive Software, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Michael Sheresky	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1.6	Elect Director LaVerne Srinivasan	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1.7	Elect Director Susan Tolson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. CEO Zelnick and NEO Slatoff are not employees of Take-Two Interactive. Rather, they serve as executives of the company under a management services agreement with ZelnickMedia. While Take-Two does not directly compensate Zelnick and Slatoff, the company provides thorough disclosure of pay arrangements and outcomes. This level of disclosure is sufficient to adequately assess the alignment between pay and performance. There is some concern, however, that the short-term incentive program relies on goals of questionable rigor.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on an evaluation of the proposal, a vote FOR is warranted. The company is seeking approval solely for the purpose of qualifying the French Qualified RSU Sub-Plan for favorable tax treatment under the Macron Law.</i>							
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
7	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	09/01/2017	Auto-Approved	09/01/2017	1,658	1,658
Total Shares:							1,658	1,658

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

NIKE, Inc.

Meeting Date: 09/21/2017	Country: USA	Primary Security ID: 654106103	Meeting ID: 1166017
Record Date: 07/21/2017	Meeting Type: Annual	Ticker: NKE	
Primary CUSIP: 654106103	Primary ISIN: US6541061031	Primary SEDOL: 2640147	Proxy Level: 3
	Shares Voted: 284	Votable Shares: 284	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 284

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan B. Graf, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director John C. Lechleiter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Michelle A. Peluso	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						
4	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction.</i>						
5	Report on Political Contributions Disclosure	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company could provide more comprehensive information regarding its political contribution spending and nonprofit organization participation.</i>						
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	08/23/2017	Auto-Approved	08/23/2017	284	284
Total Shares:							284	284

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Home BancShares, Inc.

Meeting Date: 09/25/2017	Country: USA	Primary Security ID: 436893200	Meeting ID: 1171403
Record Date: 08/16/2017	Meeting Type: Special	Ticker: HOMB	
Primary CUSIP: 436893200	Primary ISIN: US4368932004	Primary SEDOL: B17MTL9	Proxy Level: 5
	Shares Voted: 4,286	Votable Shares: 4,286	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,286

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the transaction is warranted. While HOMB shares have declined by 13.0 percent from the merger's announcement through Sept. 1, the merger is expected to be accretive by \$0.12 per share to HOMB's consensus estimated EPS of \$1.56 in 2018 and accretive by \$0.12 per share to HOMB's consensus estimated EPS of \$1.71 in 2019. The merger is also expected to be accretive to TBV per share for HOMB by \$0.37 per share in 2018 and by \$0.49 cents per share in 2019.</i>							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as support for the underlying transaction is also warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	09/11/2017	Auto-Approved	09/11/2017	4,286	4,286
Total Shares:							4,286	4,286

General Mills, Inc.

Meeting Date: 09/26/2017	Country: USA	Primary Security ID: 370334104	Meeting ID: 1168981
Record Date: 07/28/2017	Meeting Type: Annual	Ticker: GIS	
Primary CUSIP: 370334104	Primary ISIN: US3703341046	Primary SEDOL: 2367026	Proxy Level: 3
	Shares Voted: 1,180	Votable Shares: 1,180	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,180

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradbury H. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Alicia Boler Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director R. Kerry Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

General Mills, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director David M. Cordani	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Roger W. Ferguson, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Henrietta H. Fore	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Jeffrey L. Harmening	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Maria G. Henry	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Heidi G. Miller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Steve Odland	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Kendall J. Powell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Eric D. Sprunk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1m	Elect Director Jorge A. Uribe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

General Mills, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	09/07/2017	Auto-Approved	09/07/2017	1,180	1,180
Total Shares:							1,180	1,180

Praxair, Inc.

Meeting Date: 09/27/2017 Country: USA Primary Security ID: 74005P104 Meeting ID: 1169451
Record Date: 08/08/2017 Meeting Type: Special Ticker: PX

Primary CUSIP: 74005P104 Primary ISIN: US74005P1049 Primary SEDOL: 2699291 Proxy Level: 5

Shares Voted: 5,929 Votable Shares: 5,929 *Shares on Loan: 0 Shares Instructed: 5,929

Total Ballots: 2 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted in light of the strength of the strategic rationale, the fact that a 50/50 split of the combined company does not seem unreasonable, and the potential for additional upside realized via synergies.							
2	Approve the Creation of Distributable Reserves	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as it will allow the combined company to fund distributions (dividends and share repurchases) to shareholders.							
3	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Cash severance is double trigger and reasonably based. Both performance- and time-based equity awards are also double trigger and will be converted into shares of the combined company and will retain service vesting conditions. Finally, no excise tax gross-ups are expected.							
4	Adjourn Meeting	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Given the narrow scope of this proposal and the fact that the underlying transaction warrants shareholder support, a vote FOR this proposal is warranted.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	09/11/2017	Auto-Approved	09/11/2017	5,887	5,887
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	09/11/2017	Auto-Approved	09/11/2017	42	42
Total Shares:							5,929	5,929

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

WNS (Holdings) Limited

Meeting Date: 09/27/2017	Country: Jersey	Primary Security ID: 92932M101	Meeting ID: 1170686
Record Date: 08/22/2017	Meeting Type: Annual	Ticker: WNS	
Primary CUSIP: 92932M101	Primary ISIN: US92932M1018	Primary SEDOL: B194GX4	Proxy Level: N/A
	Shares Voted: 2,433	Votable Shares: 2,433	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,433

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders	Mgmt	No				
	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>						
2	Ratify Grant Thornton India LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor and to fix their remuneration is warranted.</i>						
4	Reelect Keshav R. Murugesh as a Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
5	Reelect Michael Menezes as a Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
6	Reelect Keith Haviland as a Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
7	Approve Remuneration of Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Given that the fees paid to the directors have been disclosed and the proposed amount appears reasonable, a vote FOR this proposal is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	09/11/2017	Auto-Approved	09/11/2017	2,433	2,433
Total Shares:							2,433	2,433

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

John Wiley & Sons, Inc.

Meeting Date: 09/28/2017	Country: USA	Primary Security ID: 968223206	Meeting ID: 1169739
Record Date: 08/04/2017	Meeting Type: Annual	Ticker: JW.A	
Primary CUSIP: 968223206	Primary ISIN: US9682232064	Primary SEDOL: 2965668	Proxy Level: 3
	Shares Voted: 860	Votable Shares: 860	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 860

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director George Bell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director Laurie A. Leshin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director William Pence	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Kalpana Raina	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	09/11/2017	Auto-Approved	09/11/2017	860	860
Total Shares:							860	860

Ensco plc

Meeting Date: 10/05/2017	Country: United Kingdom	Primary Security ID: G3157S106	Meeting ID: 1169861
Record Date: 08/23/2017	Meeting Type: Special	Ticker: ESV	
Primary CUSIP: 29358Q109	Primary ISIN: GB00B4VLR192	Primary SEDOL: B4VLR19	Proxy Level: N/A

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Enesco plc

	Shares Voted: 1,920	Votable Shares: 1,920	*Shares on Loan: 0	Shares Instructed: 1,920
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: On balance, the deal's expected returns relative to a standalone case undermine the argument that this is an opportunistic transaction and thus fail to adequately compensate ESV shareholders for the company's increased balance sheet risk and reduced optionality. As such, a vote AGAINST this proposal is warranted absent a material improvement in the proposed terms for ESV shareholders.</i>						
2	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the resolution will only be implemented if the proposed merger is completed, and the proposed amounts and duration are within recommended limits.</i>						
3	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the resolution will only be implemented if the proposed merger is completed, and the proposed amount and duration are within recommended limits.</i>						
4	Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the resolution will only be implemented if the proposed merger is completed, and the proposed amount and duration are within recommended limits.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	09/22/2017	Auto-Approved	09/22/2017	1,920	1,920
Total Shares:							1,920	1,920

Symantec Corporation

Meeting Date: 10/05/2017	Country: USA	Primary Security ID: 871503108	Meeting ID: 1169416
Record Date: 08/07/2017	Meeting Type: Annual	Ticker: SYMC	
Primary CUSIP: 871503108	Primary ISIN: US8715031089	Primary SEDOL: 2861078	Proxy Level: 3
	Shares Voted: 2,247	Votable Shares: 2,247	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,247

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory S. Clark	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Symantec Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Frank E. Dangeard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Kenneth Y. Hao	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director David W. Humphrey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Geraldine B. Laybourne	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director David L. Mahoney	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Robert S. Miller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Anita M. Sands	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Daniel H. Schulman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director V. Paul Unruh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- Plan cost is excessive- Three-year average burn rate is excessive- The plan allows broad discretion to accelerate vesting.</i>						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Symantec Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of a ONE-YEAR say-on-pay frequency is warranted.</i>							
6	Provide For Confidential Running Vote Tallies On Executive Pay Matters	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. This proposal could unduly hamper the company's efforts to productively engage with shareholders. Further, there are concerns with the scope of the proposal which could limit the company's ability to ensure quorum. Moreover, there are no significant concerns with the company's pay practices that would suggest that the company would monitor running vote tallies in order to engage in costly solicitations to inflate vote results.</i>							
7	Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. In light of the company's existing equity ownership and risk-mitigating policies, a requirement for executives to retain 75 percent of net after-tax shares until retirement is overly restrictive.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblum Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	09/18/2017	Auto-Approved	09/18/2017	2,247	2,247
Total Shares:							2,247	2,247

Herman Miller, Inc.

Meeting Date: 10/09/2017	Country: USA	Primary Security ID: 600544100	Meeting ID: 1171734
Record Date: 08/11/2017	Meeting Type: Annual	Ticker: MLHR	
Primary CUSIP: 600544100	Primary ISIN: US6005441000	Primary SEDOL: 2594222	Proxy Level: 3
Total Ballots: 1	Shares Voted: 6,290	Votable Shares: 6,290	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 6,290

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary Vermeer Andringa	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Brenda Freeman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director J. Barry Griswell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Herman Miller, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Brian C. Walker	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	09/18/2017	Auto-Approved	09/18/2017	6,290	6,290
Total Shares:							6,290	6,290

The Procter & Gamble Company

Meeting Date: 10/10/2017	Country: USA	Primary Security ID: 742718109	Meeting ID: 1167158
Record Date: 08/11/2017	Meeting Type: Proxy Contest	Ticker: PG	
Primary CUSIP: 742718109	Primary ISIN: US7427181091	Primary SEDOL: 2704407	Proxy Level: 6
	Shares Voted: 5,115	Votable Shares: 5,115	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 5,115	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Management Proxy (Blue Proxy Card)	Mgmt	No				
1.1	Elect Director Francis S. Blake	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
1.2	Elect Director Angela F. Braly	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Amy L. Chang	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.4	Elect Director Kenneth I. Chenault	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.5	Elect Director Scott D. Cook	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.6	Elect Director Terry J. Lundgren	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.7	Elect Director W. James McNerney, Jr.	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.8	Elect Director David S. Taylor	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.9	Elect Director Margaret C. Whitman	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.10	Elect Director Patricia A. Woertz	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.11	Elect Director Ernesto Zedillo	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Adopt Holy Land Principles	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
6	Report on Company Non-Discrimination Policies in States with Pro-Discrimination Laws	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
7	Report on Risks of Doing Business in Conflict-Affected Areas	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
8	Repeal Any Amendments to Code of Regulations Adopted After April 8, 2016	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
	Dissident Proxy (White Proxy Card)	Mgmt	No				
1.1	Elect Director Nelson Peltz	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: The dissident has presented a compelling case that a limited degree of boardroom change would be beneficial. The addition of one well-qualified nominee, who holds a large economic stake, appears likely to have benefits that outweigh the potential risks. Support FOR dissident nominee Peltz is recommended. Votes FOR the remaining incumbent directors on the dissident (WHITE) card are likewise warranted.</i>							
1.2	Management Nominee Francis S. Blake	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: The dissident has presented a compelling case that a limited degree of boardroom change would be beneficial. The addition of one well-qualified nominee, who holds a large economic stake, appears likely to have benefits that outweigh the potential risks. Support FOR dissident nominee Peltz is recommended. Votes FOR the remaining incumbent directors on the dissident (WHITE) card are likewise warranted.</i>							
1.3	Management Nominee Angela F. Braly	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: The dissident has presented a compelling case that a limited degree of boardroom change would be beneficial. The addition of one well-qualified nominee, who holds a large economic stake, appears likely to have benefits that outweigh the potential risks. Support FOR dissident nominee Peltz is recommended. Votes FOR the remaining incumbent directors on the dissident (WHITE) card are likewise warranted.</i>							
1.4	Management Nominee Amy L. Chang	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: The dissident has presented a compelling case that a limited degree of boardroom change would be beneficial. The addition of one well-qualified nominee, who holds a large economic stake, appears likely to have benefits that outweigh the potential risks. Support FOR dissident nominee Peltz is recommended. Votes FOR the remaining incumbent directors on the dissident (WHITE) card are likewise warranted.</i>							
1.5	Management Nominee Kenneth I. Chenault	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: The dissident has presented a compelling case that a limited degree of boardroom change would be beneficial. The addition of one well-qualified nominee, who holds a large economic stake, appears likely to have benefits that outweigh the potential risks. Support FOR dissident nominee Peltz is recommended. Votes FOR the remaining incumbent directors on the dissident (WHITE) card are likewise warranted.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Management Nominee Scott D. Cook	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has presented a compelling case that a limited degree of boardroom change would be beneficial. The addition of one well-qualified nominee, who holds a large economic stake, appears likely to have benefits that outweigh the potential risks. Support FOR dissident nominee Peltz is recommended. Votes FOR the remaining incumbent directors on the dissident (WHITE) card are likewise warranted.</i>						
1.7	Management Nominee Terry J. Lundgren	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has presented a compelling case that a limited degree of boardroom change would be beneficial. The addition of one well-qualified nominee, who holds a large economic stake, appears likely to have benefits that outweigh the potential risks. Support FOR dissident nominee Peltz is recommended. Votes FOR the remaining incumbent directors on the dissident (WHITE) card are likewise warranted.</i>						
1.8	Management Nominee W. James McNERNEY, Jr.	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has presented a compelling case that a limited degree of boardroom change would be beneficial. The addition of one well-qualified nominee, who holds a large economic stake, appears likely to have benefits that outweigh the potential risks. Support FOR dissident nominee Peltz is recommended. Votes FOR the remaining incumbent directors on the dissident (WHITE) card are likewise warranted.</i>						
1.9	Management Nominee David S. Taylor	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has presented a compelling case that a limited degree of boardroom change would be beneficial. The addition of one well-qualified nominee, who holds a large economic stake, appears likely to have benefits that outweigh the potential risks. Support FOR dissident nominee Peltz is recommended. Votes FOR the remaining incumbent directors on the dissident (WHITE) card are likewise warranted.</i>						
1.10	Management Nominee Margaret C. Whitman	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has presented a compelling case that a limited degree of boardroom change would be beneficial. The addition of one well-qualified nominee, who holds a large economic stake, appears likely to have benefits that outweigh the potential risks. Support FOR dissident nominee Peltz is recommended. Votes FOR the remaining incumbent directors on the dissident (WHITE) card are likewise warranted.</i>						
1.11	Management Nominee Patricia A. Woertz	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has presented a compelling case that a limited degree of boardroom change would be beneficial. The addition of one well-qualified nominee, who holds a large economic stake, appears likely to have benefits that outweigh the potential risks. Support FOR dissident nominee Peltz is recommended. Votes FOR the remaining incumbent directors on the dissident (WHITE) card are likewise warranted.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	None	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	None	For	For	For
	<i>Voting Policy Rationale: Although certain concerns are noted with respect to disclosure and discretion in the annual bonus program, overall the executive pay program is reasonably performance-based. Moreover, CEO pay is reasonably aligned with company performance at this time. As such, a vote FOR this proposal is warranted.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	None	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						
5	Adopt Holy Land Principles	SH	Yes	None	Against	Abstain	Abstain
	<i>Voting Policy Rationale: ABSTAIN on this proposal.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Report on Company Non-Discrimination Policies in States with Pro-Discrimination Laws	SH	Yes	None	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because: The information in the requested report would complement and enhance the company's existing publicly available fair employment material; The report could also help P&G mitigate any related risks and costs associated with any such legislation in states where the company has employees; and It would reinforce the company's existing culture and commitment to fair employment.</i>							
7	Report on Risks of Doing Business in Conflict-Affected Areas	SH	Yes	None	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as:P&G does not disclose policies governing its decision-making process to invest or operate in politically or socially unstable markets; andThe company has business ties to countries and territories with histories of political instability and human rights controversies.</i>							
8	Repeal Any Amendments to Code of Regulations Adopted After April 8, 2016	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: As the dissident has made a compelling case for change at the board level, a precautionary vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	10/02/2017	Auto-Approved	10/02/2017	5,115	5,115
Total Shares:							5,115	5,115

Alibaba Group Holding Limited

Meeting Date: 10/18/2017	Country: Cayman Islands	Primary Security ID: 01609W102	Meeting ID: 1171253
Record Date: 08/18/2017	Meeting Type: Annual	Ticker: BABA	
Primary CUSIP: 01609W102	Primary ISIN: US01609W1027	Primary SEDOL: BP41ZD1	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 9,550	Votable Shares: 9,550	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 9,550

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt	No				
1.1	Elect Jack Yun Ma as Director	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is both gender and racial diversity on the board. There is at least 20 percent diversity. The board is not majority independent.</i>							
1.2	Elect Masayoshi Son as Director	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The board is not majority independent. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Alibaba Group Holding Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Walter Teh Ming Kwauk as Director	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The board is not majority independent.</i>							
2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	09/28/2017	Auto-Approved	09/28/2017	9,550	9,550
Total Shares:							9,550	9,550

Mercury Systems, Inc.

Meeting Date: 10/18/2017	Country: USA	Primary Security ID: 589378108	Meeting ID: 1173019
Record Date: 08/14/2017	Meeting Type: Annual	Ticker: MRCY	
Primary CUSIP: 589378108	Primary ISIN: US5893781089	Primary SEDOL: 2144047	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,523	Votable Shares: 2,523	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,523

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lisa S. Disbrow	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1.2	Elect Director Mark Aslett	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1.3	Elect Director Mary Louise (ML) Krakauer	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1.4	Elect Director William K. O'Brien	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Mercury Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year		
Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.									
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412		6728029085	Confirmed	Auto-Instructed	09/19/2017	Auto-Approved	09/19/2017	2,523	2,523
Total Shares:							2,523	2,523	

MetLife, Inc.

Meeting Date: 10/19/2017	Country: USA	Primary Security ID: 59156R108	Meeting ID: 1174795
Record Date: 09/05/2017	Meeting Type: Special	Ticker: MET	
Primary CUSIP: 59156R108	Primary ISIN: US59156R1086	Primary SEDOL: 2573209	Proxy Level: 2
Shares Voted: 1,430		Votable Shares: 1,430	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,430

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Amend Certificate of Incorporation to Modify the Dividend Payment Tests for the Series A Preferred Stock and the Series C Preferred Stock	Mgmt	Yes	For	For	For	For		
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For		
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	10/02/2017	Auto-Approved	10/02/2017	1,430	1,430
Total Shares:							1,430	1,430	

Altaba Inc.

Meeting Date: 10/24/2017	Country: USA	Primary Security ID: 021346101	Meeting ID: 1174149
Record Date: 09/06/2017	Meeting Type: Annual	Ticker: AABA	
Primary CUSIP: 021346101	Primary ISIN: US0213461017	Primary SEDOL: BF6V3T1	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Altaba Inc.

Shares Voted: 154

Votable Shares: 154

*Shares on Loan: 0

Shares Instructed: 154

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tor R. Braham	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.2	Elect Director Eric K. Brandt	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.3	Elect Director Catherine J. Friedman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.4	Elect Director Richard L. Kauffman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.5	Elect Director Thomas J. McInerney	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies. AGAINST votes are warranted for McInerney as he served on Yahoo's board during the time the data breaches took place.</i>						
2	Approve Investment Advisory Agreement between Altaba Inc. and BlackRock Advisors, LLC	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The fee rate shareholders pay will not increase;- The investment objective remains the same; and- The portion of the Fund's Marketable Debt Securities Portfolio will continue to be managed by the same personnel.</i>						
3	Approve Investment Advisory Agreement between Altaba Inc. and Morgan Stanley Smith Barney LLC	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The fee rate shareholders pay will not increase;- The investment objective remains the same; and- The portion of the Fund's Marketable Debt Securities Portfolio will continue to be managed by the same personnel.</i>						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
5	Approve Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because:- The plan enables the Fund to preserve the financial benefits of the Section 162(m) tax deduction; and- The committee administering the plan is composed of independent outsiders.</i>						
6	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Altaba Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Report on Human Rights Policy and Practice Especially Related to the Yahoo Human Rights Fund	SH	Yes	Against	Against	Against	Against

Voting Policy Rationale: A vote AGAINST this resolution is warranted because the company is not the proper entity to address the concerns of the proposal.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	10/11/2017	Auto-Approved	10/11/2017	154	154
Total Shares:							154	154

Lumentum Holdings Inc.

Meeting Date: 11/02/2017	Country: USA	Primary Security ID: 55024U109	Meeting ID: 1175512
Record Date: 09/11/2017	Meeting Type: Annual	Ticker: LITE	
Primary CUSIP: 55024U109	Primary ISIN: US55024U1097	Primary SEDOL: BYM9ZP2	Proxy Level: 3
	Shares Voted: 1,410	Votable Shares: 1,410	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,410	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin A. Kaplan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1b	Elect Director Harold L. Covert	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1c	Elect Director Penelope A. Herscher	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1d	Elect Director Samuel F. Thomas	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1e	Elect Director Brian J. Lillie	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Lumentum Holdings Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Alan S. Lowe	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
4	Ratify Deloitte LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	10/10/2017	Auto-Approved	10/10/2017	1,410	1,410
Total Shares:							1,410	1,410

Western Digital Corporation

Meeting Date: 11/02/2017	Country: USA	Primary Security ID: 958102105	Meeting ID: 1175302
Record Date: 09/06/2017	Meeting Type: Annual	Ticker: WDC	
Primary CUSIP: 958102105	Primary ISIN: US9581021055	Primary SEDOL: 2954699	Proxy Level: 3
	Shares Voted: 287	Votable Shares: 287	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 287

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin I. Cole	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1b	Elect Director Kathleen A. Cote	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1c	Elect Director Henry T. DeNero	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Western Digital Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Michael D. Lambert	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1e	Elect Director Len J. Lauer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1f	Elect Director Matthew E. Massengill	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1g	Elect Director Stephen D. Milligan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1h	Elect Director Paula A. Price	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to a problematic pay practice. The compensation committee changed the criteria applicable to previously granted performance share awards at the end of the performance period. Performance against the original goals was well below target, while after the change performance was assessed to be near target. This change resulted in significantly increased payouts to NEOs without compelling rationale.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	10/12/2017	Auto-Approved	10/12/2017	287	287
Total Shares:							287	287

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Whiting Petroleum Corporation

Meeting Date: 11/08/2017	Country: USA	Primary Security ID: 966387102	Meeting ID: 1177135
Record Date: 09/18/2017	Meeting Type: Special	Ticker: WLL	
Primary CUSIP: 966387102	Primary ISIN: US9663871021	Primary SEDOL: 2168003	Proxy Level: 2
	Shares Voted: 10	Votable Shares: 10	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 10

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Reverse Stock Split and Reduce Shares Authorized	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because the size of the effective increase in authorized shares of common stock pursuant to the reverse stock split is reasonable.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	10/20/2017	Auto-Approved	10/20/2017	10	10
Total Shares:							10	10

EQT Corporation

Meeting Date: 11/09/2017	Country: USA	Primary Security ID: 26884L109	Meeting ID: 1180590
Record Date: 09/25/2017	Meeting Type: Proxy Contest	Ticker: EQT	
Primary CUSIP: 26884L109	Primary ISIN: US26884L1098	Primary SEDOL: 2319414	Proxy Level: 5
	Shares Voted: 780	Votable Shares: 780	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 780

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Management Proxy (White Proxy Card)	Mgmt	No				
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Although the transaction is expected to be only mildly accretive, it appears that it could also deliver further meaningful value if it facilitates a resolution of the company's long-standing sum-of-the-parts discount. It also appears that a resolution of the discount could deliver more value on a pro forma basis than it would on a standalone basis. The board indicates that it will address the discount following close of the transaction and has taken several steps to reassure shareholders on the matter, a sense which appears to be reflected in the market's sustained positive reaction to events that have transpired since announcement. As such, a vote FOR this transaction is warranted.</i></p>							
2	Establish Range For Board Size	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the proposal is warranted. Support for the underlying transaction is warranted, and the immediate addition of both RICE designees would allow the new directors to assist in integrating the RICE operations, and would provide a fresh perspective as the combined company assesses available paths to maximize value creation.</i></p>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

EQT Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as support for the underlying transaction is warranted.</i>							
	Dissident Proxy (Gold Proxy Card)	Mgmt	No				
1	Issue Shares in Connection with Merger	Mgmt	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
2	Establish Range For Board Size	Mgmt	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
3	Adjourn Meeting	Mgmt	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	10/30/2017	Auto-Approved	10/30/2017	780	780
Total Shares:							780	780

Tapestry, Inc.

Meeting Date: 11/09/2017	Country: USA	Primary Security ID: 876030107	Meeting ID: 1178065
Record Date: 09/11/2017	Meeting Type: Annual	Ticker: TPR	
Primary CUSIP: 876030107	Primary ISIN: US8760301072	Primary SEDOL: BF09HX3	Proxy Level: 3
Total Ballots: 2	Shares Voted: 153	Votable Shares: 153	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 153

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David Denton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Andrea Guerra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Susan Kropf	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Tapestry, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Annabelle Yu Long	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Victor Luis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Ivan Menezes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director William Nuti	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Jide Zeitlin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay is reasonably aligned with company performance at this time.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
6	Report on Net-Zero Greenhouse Gas Emissions	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted for the following reasons:- While the existing initiatives the company has in place to harness the opportunities presented by climate change are commendable, the resolution should serve to complement and further the company's greenhouse gas (GHG) emissions reduction goal, energy efficiency- and GHG emissions-related initiatives, management programs, and oversight mechanisms to manage these emissions; and- The requested report should not be duplicative, burdensome or overly costly, but rather, could help preserve and create long-term shareholder value.</i>						
7	Report on Risks from Company's Use of Real Animal Fur	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as the company could provide more information about how it is evaluating and managing animal welfare issues and related risks.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	10/24/2017	Auto-Approved	10/24/2017	70	70

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Tapestry, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	10/24/2017	Auto-Approved	10/24/2017	83	83
Total Shares:							153	153

Campbell Soup Company

Meeting Date: 11/15/2017 **Country:** USA **Primary Security ID:** 134429109 **Meeting ID:** 1179487
Record Date: 09/18/2017 **Meeting Type:** Annual **Ticker:** CPB

Primary CUSIP: 134429109 **Primary ISIN:** US1344291091 **Primary SEDOL:** 2162845 **Proxy Level:** 3

Shares Voted: 2,532 **Votable Shares:** 2,532 ***Shares on Loan:** 0 **Shares Instructed:** 2,532
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fabiola R. Arredondo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Howard M. Averill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Bennett Dorrance	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Randall W. Larrimore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director Marc B. Lautenbach	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director Mary Alice D. Malone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director Sara Mathew	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director Keith R. McLoughlin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.9	Elect Director Denise M. Morrison	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Campbell Soup Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Nick Shreiber	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.11	Elect Director Archbold D. van Beuren	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.12	Elect Director Les C. Vinney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although certain concerns are noted, pay and performance appear reasonably aligned at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	10/23/2017	Auto-Approved	10/23/2017	2,532	2,532
Total Shares:							2,532	2,532

Oracle Corporation

Meeting Date: 11/15/2017	Country: USA	Primary Security ID: 68389X105	Meeting ID: 1177597
Record Date: 09/18/2017	Meeting Type: Annual	Ticker: ORCL	
Primary CUSIP: 68389X105	Primary ISIN: US68389X1054	Primary SEDOL: 2661568	Proxy Level: 3
Shares Voted: 6,900		Votable Shares: 6,900	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 6,900	
Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey S. Berg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Oracle Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Michael J. Boskin	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Audit Committee members Michael J. Boskin and Bruce R. Chizen for the substantial pledging activity and significant concerns regarding risk oversight. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Safra A. Catz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Bruce R. Chizen	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Audit Committee members Michael J. Boskin and Bruce R. Chizen for the substantial pledging activity and significant concerns regarding risk oversight. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director George H. Conrades	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director Lawrence J. Ellison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Hector Garcia-Molina	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director Jeffrey O. Henley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Mark V. Hurd	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Renee J. James	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.11	Elect Director Leon E. Panetta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.12	Elect Director Naomi O. Seligman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Oracle Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: After five consecutive failed say-on-pay votes, the board provided substantially improved disclosure in this year's proxy around the shareholder engagement process, including the feedback received from investors. The board also adopted changes to the pay program that are intended to address shareholders' concerns. While these actions indicate a higher degree of responsiveness by the compensation committee, significant concerns persist with respect to the excessive pay levels for top executives as a result of equity mega-awards. Oracle routinely compensates its top three executives at levels that far outpace CEO pay at the company's peers, and this practice continued for the year in review. The new equity incentive program for fiscal 2018 is intended in part to address the pay magnitude problem. The 2018 performance option grants for Ellison, Hurd and Catz are valued by the company at \$103.7 million each and are intended to cover five years of grants. Even when annualized, however, the front-loaded grant has locked in a very large grant value for years to come. In light of ongoing excessive pay magnitude perpetuating a pay-for-performance disconnect, ISS recommends that shareholders continue to vote AGAINST this proposal.</i></p>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<p><i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i></p>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Although Social Advisory Services has identified problematic equity grant practices driving an ongoing pay-for-performance disconnect, in this case the board has stated that it will not grant top NEOs any equity awards using shares from this proposal's requested share increase. Given this, and further given that the Equity Plan Scorecard evaluation results in a passing score, a cautionary vote FOR this proposal is warranted.</i></p>							
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i></p>							
6	Political Contributions Disclosure	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's political expenditures from corporate funds and board oversight of those expenditures would give shareholders a fuller understanding of the company's management of its political spending and any related risks and benefits.</i></p>							
7	Gender Pay Gap	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as Oracle lags its peers in addressing gender pay disparity at the company. By not keeping pace with its peers, Oracle is put at a competitive disadvantage in the recruitment and retention of employees.</i></p>							
8	Amend Proxy Access Right	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: On balance, the proposed amendment would enhance the company's existing right for shareholders while maintaining safeguards on the nomination process. As such, a vote FOR this proposal is warranted.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	10/27/2017	Auto-Approved	10/27/2017	6,900	6,900
Total Shares:							6,900	6,900

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Clorox Company

Meeting Date: 11/15/2017	Country: USA	Primary Security ID: 189054109	Meeting ID: 1176062
Record Date: 09/18/2017	Meeting Type: Annual	Ticker: CLX	
Primary CUSIP: 189054109	Primary ISIN: US1890541097	Primary SEDOL: 2204026	Proxy Level: 4
	Shares Voted: 1,150	Votable Shares: 1,150	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,150

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amy Banse	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director Richard H. Carmona	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Benno Dorer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Spencer C. Fleischer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director Esther Lee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director A.D. David Mackay	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Robert W. Matschullat	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director Jeffrey Noddle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Pamela Thomas-Graham	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Carolyn M. Ticknor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.11	Elect Director Russell Weiner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.12	Elect Director Christopher J. Williams	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Clorox Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the proposal is on ballot solely for Section 162(m) approval and the committee is fully independent. However, shareholders should be aware that the Equity Plan Scorecard (EPSC) analysis highlights concerns.</i>							
6	Approve Remuneration of Non-Employee Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Director pay is not excessive, and a qualitative review of the director pay program has identified sufficient positive features.</i>							
7	Amend Proxy Access Right	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. On balance, the proposed amendment would enhance the company's existing right for shareholders while maintaining safeguards on the nomination process.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	10/31/2017	Auto-Approved	10/31/2017	1,150	1,150
Total Shares:							1,150	1,150

ResMed Inc.

Meeting Date: 11/16/2017	Country: USA	Primary Security ID: 761152107	Meeting ID: 1176325
Record Date: 09/19/2017	Meeting Type: Annual	Ticker: RMD	
Primary CUSIP: 761152107	Primary ISIN: US7611521078	Primary SEDOL: 2732903	Proxy Level: 3
Total Ballots: 1	Shares Voted: 250	Votable Shares: 250	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 250

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael Farrell	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

ResMed Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Karen Drexler	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1c	Elect Director Jack Wareham	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time.</i>							
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	11/03/2017	Auto-Approved	11/03/2017	250	250
Total Shares:							250	250

Dycom Industries, Inc.

Meeting Date: 11/21/2017	Country: USA	Primary Security ID: 267475101	Meeting ID: 1180525
Record Date: 10/02/2017	Meeting Type: Annual	Ticker: DY	
Primary CUSIP: 267475101	Primary ISIN: US2674751019	Primary SEDOL: 2289841	Proxy Level: 3
Total Ballots: 1	Shares Voted: 560	Votable Shares: 560	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 560

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dwight B. Duke	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Dycom Industries, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Laurie J. Thomsen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC) and an analysis of the plan amendments, a vote FOR this proposal is warranted.</i>							
6	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The aggregate shareholder value transfer attributable to the company's equity compensation program (including the 2012 Long-Term Incentive Plan in Item 5 above) is 9.2 percent, which is above the company's benchmark of 8.5 percent. ISS supplements the analytical approach with a qualitative review of director compensation in cases where director stock plans exceed the ISS benchmark when combined with employee or executive stock compensation plans. Pursuant to this qualitative review, support for this proposal is warranted. The director compensation program exhibits positive features that sufficiently align the interests of directors and shareholders and mitigate risk. Accordingly, a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	11/09/2017	Auto-Approved	11/09/2017	560	560
Total Shares:							560	560

Microsoft Corporation

Meeting Date: 11/29/2017	Country: USA	Primary Security ID: 594918104	Meeting ID: 1181140
Record Date: 09/29/2017	Meeting Type: Annual	Ticker: MSFT	
Primary CUSIP: 594918104	Primary ISIN: US5949181045	Primary SEDOL: 2588173	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Microsoft Corporation

Shares Voted: 562

Votable Shares: 562

*Shares on Loan: 0

Shares Instructed: 562

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William H. Gates, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director Reid G. Hoffman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Hugh F. Johnston	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Teri L. List-Stoll	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director Satya Nadella	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director Charles H. Noski	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Helmut Panke	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director Sandra E. Peterson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Penny S. Pritzker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Charles W. Scharf	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.11	Elect Director Arne M. Sorenson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.12	Elect Director John W. Stanton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.13	Elect Director John W. Thompson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.14	Elect Director Padmasree Warrior	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Support FOR this proposal is warranted. Over the past two years, Microsoft has strengthened the performance basis of executive compensation program and pay and performance are reasonably aligned at this time.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
5	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction.</i>							
6	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	11/07/2017	Auto-Approved	11/07/2017	562	562
Total Shares:							562	562

Medtronic plc

Meeting Date: 12/08/2017	Country: Ireland	Primary Security ID: G5960L103	Meeting ID: 1171276
Record Date: 10/10/2017	Meeting Type: Annual	Ticker: MDT	
Primary CUSIP: 585055106	Primary ISIN: IE00BTN1Y115	Primary SEDOL: BTN1Y11	Proxy Level: N/A
Shares Voted: 2,560		Votable Shares: 2,560	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,560

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Craig Arnold	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Medtronic plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Scott C. Donnelly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Randall J. Hogan, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Omar Ishrak	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Shirley Ann Jackson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Michael O. Leavitt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director James T. Lenehan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Elizabeth G. Nabel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Denise M. O'Leary	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Kendall J. Powell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Robert C. Pozen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Audit Committee to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that CEO pay is reasonably aligned with company performance at this time.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Medtronic plc

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	11/15/2017	Auto-Approved	11/15/2017	2,560	2,560
Total Shares:							2,560	2,560

Palo Alto Networks, Inc.

Meeting Date: 12/08/2017 **Country:** USA **Primary Security ID:** 697435105 **Meeting ID:** 1182559
Record Date: 10/16/2017 **Meeting Type:** Annual **Ticker:** PANW

Primary CUSIP: 697435105 **Primary ISIN:** US6974351057 **Primary SEDOL:** B87ZMX0 **Proxy Level:** 3

Shares Voted: 3,765 **Votable Shares:** 3,765 ***Shares on Loan:** 0 **Shares Instructed:** 3,765

Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Frank Calderoni	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Carl Eschenbach	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Daniel J. Warmenhoven	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The board has meaningfully improved the executive pay program and reduced pay magnitude. While most of the changes for fiscal 2017 were decided (and disclosed) before the most recent failed say-on-pay vote, there is an additional meaningful improvement for FY2017: other NEOs' equity grant values drastically decreased to more reasonable levels. The company's above-median pay benchmarking practices warrant continued close monitoring in light of the company's past issues with granting excessive incentive awards.</i>							
4	Approve Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The plan enables the company to preserve the financial benefits of the Section 162(m) tax deduction; and- The committee administering the plan consists of independent outsiders.</i>							
5	Prepare Employment Diversity Report	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity policies, initiatives, and management's efforts to address related risks.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Palo Alto Networks, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	11/20/2017	Auto-Approved	11/20/2017	3,765	3,765
Total Shares:							3,765	3,765

Cisco Systems, Inc.

Meeting Date: 12/11/2017	Country: USA	Primary Security ID: 17275R102	Meeting ID: 1183066
Record Date: 10/13/2017	Meeting Type: Annual	Ticker: CSCO	
Primary CUSIP: 17275R102	Primary ISIN: US17275R1023	Primary SEDOL: 2198163	Proxy Level: 3
Shares Voted: 10,906	Votable Shares: 10,906	*Shares on Loan: 0	Shares Instructed: 10,906
Total Ballots: 2	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol A. Bartz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director M. Michele Burns	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Michael D. Capellas	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Amy L. Chang	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director John L. Hennessy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Kristina M. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Roderick C. McGeary	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Charles H. Robbins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Arun Sarin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Brenton L. Saunders	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1k	Elect Director Steven M. West	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on an analysis of the plan amendments, a vote FOR this proposal is warranted.</i>							
3	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because:- The plan enables the company to preserve the financial benefits of the Section 162(m) tax deduction; and- The committee administering the plan consists of independent outsiders.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company's pay practices have not led to a significant misalignment between pay and performance at this time.</i>							
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
7	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's lobbying expenses, trade association payments, and oversight mechanisms would give shareholders a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	11/15/2017	Auto-Approved	11/15/2017	10,706	10,706
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	11/15/2017	Auto-Approved	11/15/2017	200	200
Total Shares:							10,906	10,906

Ubiquiti Networks, Inc.

Meeting Date: 12/12/2017	Country: USA	Primary Security ID: 90347A100	Meeting ID: 1183896
Record Date: 10/16/2017	Meeting Type: Annual	Ticker: UBNT	
Primary CUSIP: 90347A100	Primary ISIN: US90347A1007	Primary SEDOL: B76VD62	Proxy Level: 1

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Ubiquiti Networks, Inc.

Total Ballots: 1	Shares Voted: 823	Votable Shares: 823	*Shares on Loan: 0	Shares Instructed: 823
	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert J. Pera	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one woman director after the election.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	11/22/2017	Auto-Approved	11/22/2017	823	823
Total Shares:							823	823

Nutanix, Inc.

Meeting Date: 12/18/2017	Country: USA	Primary Security ID: 67059N108	Meeting ID: 1185516
Record Date: 10/20/2017	Meeting Type: Annual	Ticker: NTNX	
Primary CUSIP: 67059N108	Primary ISIN: US67059N1081	Primary SEDOL: BYQBFT8	Proxy Level: 1
Total Ballots: 1	Shares Voted: 3,414	Votable Shares: 3,414	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 3,414

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Bostrom	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Steven J. Gomo	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: AGAINST votes are warranted for Steven Gomo and Jeffrey Parks for failure to remove the problematic dual-class capital structure or subject it a less onerous sunset requirement. AGAINST votes are further warranted for Gomo and Parks given the board's failure to remove, or subject to a sunset requirement, the classified board structure and supermajority vote requirement to amend the governing documents. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Jeffrey T. Parks	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: AGAINST votes are warranted for Steven Gomo and Jeffrey Parks for failure to remove the problematic dual-class capital structure or subject it a less onerous sunset requirement. AGAINST votes are further warranted for Gomo and Parks given the board's failure to remove, or subject to a sunset requirement, the classified board structure and supermajority vote requirement to amend the governing documents. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Nutanix, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412		6728029085	Confirmed	Auto-Instructed	12/04/2017	Auto-Approved	12/04/2017	3,414	3,414
Total Shares:								3,414	3,414

Bob Evans Farms, Inc.

Meeting Date: 01/09/2018	Country: USA	Primary Security ID: 096761101	Meeting ID: 1187640
Record Date: 11/14/2017	Meeting Type: Special	Ticker: BOBE	
Primary CUSIP: 096761101	Primary ISIN: US0967611015	Primary SEDOL: 2107750	Proxy Level: 5
Shares Voted: 1,127		Votable Shares: 1,127	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,127

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted in light of the implied premium and the certainty of value inherent in the cash consideration, the extensive strategic review process, and the downside risk of non-approval.									
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against		
Voting Policy Rationale: A vote AGAINST this proposal is warranted. While cash severance is double trigger and of a reasonable basis and NEOs are not eligible for excise tax gross-up payments, all outstanding equityâ€”including recently granted performance-based awardsâ€”are subject to accelerated vesting.									
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, as support for the underlying transaction is warranted.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412		6728029085	Confirmed	Auto-Instructed	12/27/2017	Auto-Approved	12/27/2017	1,127	1,127
Total Shares:							1,127	1,127	

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Rockwell Collins, Inc.

Meeting Date: 01/11/2018	Country: USA	Primary Security ID: 774341101	Meeting ID: 1191272
Record Date: 12/08/2017	Meeting Type: Special	Ticker: COL	
Primary CUSIP: 774341101	Primary ISIN: US7743411016	Primary SEDOL: 2767228	Proxy Level: 5
	Shares Voted: 1,490	Votable Shares: 1,490	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,490

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Support FOR this transaction is warranted given the solid premium to COL's unaffected price and historical valuation, the sound strategic rationale for the combination, and the certainty of value and ability to participate in the upside potential of the combined company inherent in the blended consideration.</i>						
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although equity vesting is single trigger, it excludes the recently granted equity awards. Additionally, cash severance is double trigger and reasonably based, and no excise tax gross-ups are provided.</i>						
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted in light of support for the underlying transaction.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	12/27/2017	Auto-Approved	12/27/2017	1,490	1,490
Total Shares:							1,490	1,490

Transocean Ltd.

Meeting Date: 01/19/2018	Country: Switzerland	Primary Security ID: H8817H100	Meeting ID: 1192307
Record Date: 01/03/2018	Meeting Type: Special	Ticker: RIG	
Primary CUSIP: H8817H100	Primary ISIN: CH0048265513	Primary SEDOL: B3KFWW1	Proxy Level: N/A
	Shares Voted: 10	Votable Shares: 10	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 10

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Acquisition	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Votes FOR Items 1 and 4 are warranted in light of the strategic rationale. The underlying acquisition would strengthen backlog, expand and diversify revenue and customer base, and enhance the company's footprint in strategic regions. The acquisition is also expected to generate annual cost synergies and efficiencies of approximately \$40 million, regional economies of scale, and accretion to earnings and cash flow. Moreover, the offer implies an EV/NTM EBITDA multiple below peer median 8x which appears to suggest that, despite the significant premium to SONG's unaffected price, RIG is not overpaying.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Transocean Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles to Create Additional Authorized Share Capital to Effect a Mandatory Offer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as support for the underlying transaction is warranted.</i>							
3	Elect Director Frederik W. Mohn	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
4	Issue Shares in Connection with Acquisition	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Votes FOR Items 1 and 4 are warranted in light of the strategic rationale. The underlying acquisition would strengthen backlog, expand and diversify revenue and customer base, and enhance the company's footprint in strategic regions. The acquisition is also expected to generate annual cost synergies and efficiencies of approximately \$40 million, regional economies of scale, and accretion to earnings and cash flow. Moreover, the offer implies an EV/NTM EBITDA multiple below peer median "which appears to suggest that, despite the significant premium to SONG's unaffected price, RIG is not overpaying."</i>							
5	Other Business	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as proposals detrimental to shareholder value may arise without providing shareholders with an opportunity to make a fully-informed vote on the issues.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	01/09/2018	Auto-Approved	01/09/2018	10	10
Total Shares:							10	10

Becton, Dickinson and Company

Meeting Date: 01/23/2018	Country: USA	Primary Security ID: 075887109	Meeting ID: 1191906
Record Date: 12/08/2017	Meeting Type: Annual	Ticker: BDX	
Primary CUSIP: 075887109	Primary ISIN: US0758871091	Primary SEDOL: 2087807	Proxy Level: 3
Shares Voted: 140	Votable Shares: 140	*Shares on Loan: 0	Shares Instructed: 140
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Catherine M. Burzik	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director R. Andrew Eckert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Vincent A. Forlenza	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Claire M. Fraser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director Christopher Jones	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director Marshall O. Larsen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Gary A. Mecklenburg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director David F. Melcher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Willard J. Overlock, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Claire Pomeroy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.11	Elect Director Rebecca W. Rimel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.12	Elect Director Timothy M. Ring	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.13	Elect Director Bertram L. Scott	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Based on a review of the company's executive compensation program and practices, CEO pay and company performance are reasonably aligned at this time</i>						
4	Amend Proxy Access Right	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendment would enhance the company's existing right for shareholders while maintaining safeguards on the nomination process.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Becton, Dickinson and Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	01/08/2018	Auto-Approved	01/08/2018	140	140
Total Shares:							140	140

Air Products and Chemicals, Inc.

Meeting Date: 01/25/2018 **Country:** USA **Primary Security ID:** 009158106 **Meeting ID:** 1191694
Record Date: 11/30/2017 **Meeting Type:** Annual **Ticker:** APD

Primary CUSIP: 009158106 **Primary ISIN:** US0091581068 **Primary SEDOL:** 2011602 **Proxy Level:** 3

Shares Voted: 771 **Votable Shares:** 771 ***Shares on Loan:** 0 **Shares Instructed:** 771
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan K. Carter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Charles I. Cogut	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Chadwick C. Deaton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director David H. Y. Ho	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Margaret G. McGlynn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Edward L. Monser	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Matthew H. Paull	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review.								
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.								
4	Amend Omnibus Stock Plan - WITHDRAWN RESOLUTION	Mgmt	No					
Voting Policy Rationale: Based on an analysis of the plan amendments, a vote FOR this proposal is warranted. The proposal is on ballot solely for Section 162(m) approval, and the Committee is fully independent.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	01/10/2018	Auto-Approved	01/10/2018	734	734
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	01/10/2018	Auto-Approved	01/10/2018	37	37
Total Shares:							771	771

Jabil Inc.

Meeting Date: 01/25/2018	Country: USA	Primary Security ID: 466313103	Meeting ID: 1191485
Record Date: 11/30/2017	Meeting Type: Annual	Ticker: JBL	
Primary CUSIP: 466313103	Primary ISIN: US4663131039	Primary SEDOL: 2471789	Proxy Level: 3
	Shares Voted: 10	Votable Shares: 10	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 10	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Anousheh Ansari	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Martha F. Brooks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Christopher S. Holland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Timothy L. Main	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Jabil Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Mark T. Mondello	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director John C. Plant	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director Steven A. Raymund	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director Thomas A. Sansone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.9	Elect Director David M. Stout	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	01/03/2018	Auto-Approved	01/03/2018	10	10
Total Shares:							10	10

Visa Inc.

Meeting Date: 01/30/2018	Country: USA	Primary Security ID: 92826C839	Meeting ID: 1190870
Record Date: 12/01/2017	Meeting Type: Annual	Ticker: V	
Primary CUSIP: 92826C839	Primary ISIN: US92826C8394	Primary SEDOL: B2PZN04	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Visa Inc.

Shares Voted: 13,520

Votable Shares: 13,520

*Shares on Loan: 0

Shares Instructed: 13,520

Total Ballots: 3

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Mary B. Cranston	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Gary A. Hoffman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Alfred F. Kelly, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director John F. Lundgren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Robert W. Matschullat	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director John A.C. Swainson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Maynard G. Webb, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As pay and performance are reasonably aligned at this time, a vote FOR this proposal is warranted.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	01/02/2018	Auto-Approved	01/02/2018	80	80

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Visa Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	01/02/2018	Auto-Approved	01/02/2018	13,300	13,300
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	01/02/2018	Auto-Approved	01/02/2018	140	140
Total Shares:							13,520	13,520

Rockwell Collins, Inc.

Meeting Date: 02/01/2018	Country: USA	Primary Security ID: 774341101	Meeting ID: 1191954
Record Date: 12/04/2017	Meeting Type: Annual	Ticker: COL	
Primary CUSIP: 774341101	Primary ISIN: US7743411016	Primary SEDOL: 2767228	Proxy Level: 3
	Shares Voted: 1,490	Votable Shares: 1,490	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,490

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Anthony J. Carbone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Robert K. Ortberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Cheryl L. Shavers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance appear reasonably aligned.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	01/19/2018	Auto-Approved	01/19/2018	1,490	1,490
Total Shares:							1,490	1,490

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

ESCO Technologies Inc.

Meeting Date: 02/02/2018	Country: USA	Primary Security ID: 296315104	Meeting ID: 1191907
Record Date: 12/04/2017	Meeting Type: Annual	Ticker: ESE	
Primary CUSIP: 296315104	Primary ISIN: US2963151046	Primary SEDOL: 2321583	Proxy Level: 3
	Shares Voted: 1,380	Votable Shares: 1,380	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,380

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary E. Muenster	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one woman director after the election. Less than 20 percent of the board is diverse.</i>						
1.2	Elect Director James M. Stolze	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one woman director after the election. Less than 20 percent of the board is diverse.</i>						
2	Amend Charter to Allow Shareholders to Amend Bylaws	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the amendment to the charter would improve shareholder rights.</i>						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although certain concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	01/19/2018	Auto-Approved	01/19/2018	1,380	1,380
Total Shares:							1,380	1,380

Rockwell Automation, Inc.

Meeting Date: 02/06/2018	Country: USA	Primary Security ID: 773903109	Meeting ID: 1193219
Record Date: 12/11/2017	Meeting Type: Annual	Ticker: ROK	
Primary CUSIP: 773903109	Primary ISIN: US7739031091	Primary SEDOL: 2754060	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Rockwell Automation, Inc.

		Shares Voted: 490	Votable Shares: 490		*Shares on Loan: 0		Shares Instructed: 490	
Total Ballots: 1		Voting Policy: UUA						
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
A1	Elect Director Betty C. Alewine	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.								
A2	Elect Director J. Phillip Holloman	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.								
A3	Elect Director Lawrence D. Kingsley	Mgmt	Yes	For	For	Withhold	Withhold	
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.								
A4	Elect Director Lisa A. Payne	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.								
B	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.								
C	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.								

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	01/22/2018	Auto-Approved	01/22/2018	490	490
Total Shares:							490	490

Accenture plc

Meeting Date: 02/07/2018	Country: Ireland	Primary Security ID: G1151C101	Meeting ID: 1192342
Record Date: 12/11/2017	Meeting Type: Annual	Ticker: ACN	
Primary CUSIP: G1151C101	Primary ISIN: IE00B4BNMY34	Primary SEDOL: B4BNMY3	Proxy Level: N/A
		Shares Voted: 1,004	Shares Instructed: 1,004
		Votable Shares: 1,004	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Accenture plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Charles H. Giancarlo	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Herbert Hainer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Marjorie Magner	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Nancy McKinstry	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Pierre Nanterme	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Gilles C. Pelisson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Paula A. Price	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Arun Sarin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Frank K. Tang	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Tracey T. Travis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company's compensation plan is sufficiently performance-based and pay and performance are reasonably aligned at this time.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Accenture plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
6	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
7	Determine the Price Range at which Accenture Plc can Re-issue Shares that it Acquires as Treasury Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland and no concerns have been identified.</i>							
8	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted. The transaction is internal and will not dilute shareholders' interests. Furthermore, the transaction will not have an effect on shareholders' legal or economic rights, or how the company conducts its business.</i>							
9	Amend Articles of Association to No Longer Require Shareholder Approval of Certain Internal Transactions	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	01/19/2018	Auto-Approved	01/19/2018	1,004	1,004
Total Shares:							1,004	1,004

Varian Medical Systems, Inc.

Meeting Date: 02/08/2018	Country: USA	Primary Security ID: 92220P105	Meeting ID: 1194178
Record Date: 12/11/2017	Meeting Type: Annual	Ticker: VAR	
Primary CUSIP: 92220P105	Primary ISIN: US92220P1057	Primary SEDOL: 2927516	Proxy Level: 3
	Shares Voted: 360	Votable Shares: 360	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 360	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jose Baselga	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Varian Medical Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Susan L. Bostrom	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.3	Elect Director Judy Bruner	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.4	Elect Director Jean-Luc Butel	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.5	Elect Director Regina E. Dugan	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.6	Elect Director R. Andrew Eckert	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.7	Elect Director Timothy E. Guertin	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.8	Elect Director David J. Illingworth	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.9	Elect Director Dow R. Wilson	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The LTI program maintains a focus on annual EPS performance; however, it uses three annual performance periods and requires above-median three-year relative TSR achievement for target payout. Additionally, the CEO's incentive awards were either earned below target or forfeited, in line with company performance.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	01/23/2018	Auto-Approved	01/23/2018	360	360

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Varian Medical Systems, Inc.

Total Shares: 360 360

Apple Inc.

Meeting Date: 02/13/2018	Country: USA	Primary Security ID: 037833100	Meeting ID: 1193887
Record Date: 12/15/2017	Meeting Type: Annual	Ticker: AAPL	
Primary CUSIP: 037833100	Primary ISIN: US0378331005	Primary SEDOL: 2046251	Proxy Level: 3
	Shares Voted: 146	Votable Shares: 146	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 146

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Bell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Tim Cook	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Al Gore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Bob Iger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Andrea Jung	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Art Levinson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Ron Sugar	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Sue Wagner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Apple Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A cautionary vote FOR this proposal is warranted. While CEO pay and company performance are reasonably aligned for the year in review, there are recurring concerns around annual incentive goal-setting. Specifically, the operating income goal again was set below both the prior year's target goal and actual result, without clear rationale or corresponding reduction in payout opportunity. This ongoing concern is balanced against improvement in the equity incentive program, which now is delivered half in performance-contingent awards. Moreover, recent pay outcomes are more reasonable in the context of the company's solid financial and TSR performance. Going forward shareholders should continue to monitor pay practices and, in particular, the company's goal setting.</i></p>							
4	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the plan amendments extend the plan term and provide for equity vesting acceleration upon a change of control, accelerating awards will be prorated, and the plan will set annual limits on total NED pay. Moreover, the estimated shareholder value transfer is below the ISS benchmark.</i></p>							
5	Proxy Access Amendments	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendments would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.</i></p>							
6	Establish Human Rights Committee	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because:- The creation of a human rights committee, as requested, should serve to further strengthen Apple's commitment to universal human rights as well as augment its existing human rights-related oversight mechanisms; and- The establishment of a human rights-focused board committee should not be unduly burdensome and should enhance and complement the company's capacity to manage human rights risks in the long-term, for the ultimate benefit of shareholders.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	01/31/2018	Auto-Approved	01/31/2018	90	90
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	01/31/2018	Auto-Approved	01/31/2018	56	56
Total Shares:							146	146

Beacon Roofing Supply, Inc.

Meeting Date: 02/13/2018	Country: USA	Primary Security ID: 073685109	Meeting ID: 1195769
Record Date: 12/18/2017	Meeting Type: Annual	Ticker: BECN	
Primary CUSIP: 073685109	Primary ISIN: US0736851090	Primary SEDOL: B02TS99	Proxy Level: 3
	Shares Voted: 1,406	Votable Shares: 1,406	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,406	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert R. Buck	Mgmt	Yes	For	For	Withhold	Withhold

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Beacon Roofing Supply, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Paul M. Isabella	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.3	Elect Director Carl T. Berquist	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.4	Elect Director Richard W. Frost	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.5	Elect Director Alan Gershenhorn	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.6	Elect Director Philip W. Knisely	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.7	Elect Director Robert M. McLaughlin	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.8	Elect Director Neil S. Novich	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.9	Elect Director Stuart A. Randle	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.10	Elect Director Nathan K. Sleeper	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.11	Elect Director Douglas L. Young	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Beacon Roofing Supply, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412		6728029085	Confirmed	Auto-Instructed	01/25/2018	Auto-Approved	01/25/2018	1,406	1,406
Total Shares:							1,406	1,406	

Microsemi Corporation

Meeting Date: 02/13/2018	Country: USA	Primary Security ID: 595137100	Meeting ID: 1193077
Record Date: 12/18/2017	Meeting Type: Annual	Ticker: MSCC	
Primary CUSIP: 595137100	Primary ISIN: US5951371005	Primary SEDOL: 2588140	Proxy Level: 3
Shares Voted: 2,415		Votable Shares: 2,415	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,415

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James J. Peterson	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i></p>							
1.2	Elect Director Dennis R. Leibel	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i></p>							
1.3	Elect Director Kimberly E. Alexy	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1.4	Elect Director Thomas R. Anderson	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i></p>							
1.5	Elect Director William E. Bendush	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i></p>							
1.6	Elect Director Richard M. Beyer	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i></p>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Microsemi Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Paul F. Folino	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.8	Elect Director William L. Healey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.9	Elect Director Matthew E. Massengill	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: CLIENT ALERT: Due to additional information provided by the company, the vote recommendation for Item 2 has been changed to FOR. All other vote recommendations remain unchanged. ISS ALERT: A vote FOR this proposal is warranted. The company engaged with a significant majority of shareholders following last year's failed say-on-pay proposal, discerned specific shareholder concerns that led to the failed vote, and made enhancements to disclosure to address these concerns, thereby demonstrating adequate responsiveness.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	01/25/2018	Auto-Approved	01/25/2018	2,415	2,415
Total Shares:							2,415	2,415

AECOM

Meeting Date: 02/28/2018	Country: USA	Primary Security ID: 00766T100	Meeting ID: 1196723
Record Date: 01/03/2018	Meeting Type: Annual	Ticker: ACM	
Primary CUSIP: 00766T100	Primary ISIN: US00766T1007	Primary SEDOL: B1VZ431	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

AECOM

		Shares Voted: 100	Votable Shares: 100		*Shares on Loan: 0	Shares Instructed: 100	
Total Ballots: 1		Voting Policy: UUA					
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael S. Burke	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1.2	Elect Director James H. Fordyce	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1.3	Elect Director William H. Frist	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1.4	Elect Director Linda Griego	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1.5	Elect Director Robert J. Routs	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1.6	Elect Director Clarence T. Schmitz	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1.7	Elect Director Douglas W. Stotlar	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1.8	Elect Director Daniel R. Tishman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1.9	Elect Director Janet C. Wolfenbarger	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following low say-on-pay support for multiple years, the committee failed to demonstrate sufficient responsiveness to shareholders. While the proxy disclosed engagement with investors, pay program changes were limited in scope. As the proposal nearly failed this year, shareholders likely expect a more robust response. Additionally, pay-for-performance concerns remain in incentive programs, including poor disclosure around the new TSR-based performance equity.							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

AECOM

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	02/16/2018	Auto-Approved	02/16/2018	100	100
Total Shares:							100	100

Deere & Company

Meeting Date: 02/28/2018 **Country:** USA **Primary Security ID:** 244199105 **Meeting ID:** 1196023
Record Date: 12/29/2017 **Meeting Type:** Annual **Ticker:** DE

Primary CUSIP: 244199105 **Primary ISIN:** US2441991054 **Primary SEDOL:** 2261203 **Proxy Level:** 3

Shares Voted: 650 **Votable Shares:** 650 ***Shares on Loan:** 0 **Shares Instructed:** 650

Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Vance D. Coffman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Alan C. Heuberger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Charles O. Holliday, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Dipak C. Jain	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Michael O. Johanns	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Clayton M. Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Brian M. Krzanich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Deere & Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Sherry M. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1k	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1l	Elect Director Sheila G. Talton	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year under review.</i>							
3	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction with respect to certain grandfathered performance-based compensation.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
5	Amend Bylaws-- Call Special Meetings	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	02/06/2018	Auto-Approved	02/06/2018	650	650
Total Shares:							650	650

Coherent, Inc.

Meeting Date: 03/01/2018	Country: USA	Primary Security ID: 192479103	Meeting ID: 1198201
Record Date: 01/08/2018	Meeting Type: Annual	Ticker: COHR	
Primary CUSIP: 192479103	Primary ISIN: US1924791031	Primary SEDOL: 2208374	Proxy Level: 3
	Shares Voted: 556	Votable Shares: 556	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 556	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John R. Ambroseo	Mgmt	Yes	For	For	For	For

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Coherent, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Jay T. Flatley	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Pamela Fletcher	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Susan M. James	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director L. William (Bill) Krause	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director Garry W. Rogerson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director Steve Skaggs	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director Sandeep Vij	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	02/16/2018	Auto-Approved	02/16/2018	556	556
Total Shares:							556	556

Johnson Controls International plc

Meeting Date: 03/07/2018	Country: Ireland	Primary Security ID: G51502105	Meeting ID: 1196867
Record Date: 01/03/2018	Meeting Type: Annual	Ticker: JCI	
Primary CUSIP: 478366107	Primary ISIN: IE00BY7QL619	Primary SEDOL: BY7QL61	Proxy Level: N/A

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Johnson Controls International plc

Shares Voted: 5,333

Votable Shares: 5,333

*Shares on Loan: 0

Shares Instructed: 5,333

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael E. Daniels	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director W. Roy Dunbar	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Brian Duperreault	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Gretchen R. Haggerty	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Simone Menne	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director George R. Oliver	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Juan Pablo del Valle Perochena	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Jurgen Tinggren	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Mark Vergnano	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1j	Elect Director R. David Yost	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1k	Elect Director John D. Young	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals to ratify the auditor and authorize the audit committee to determine its remuneration are warranted.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Johnson Controls International plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Authorize Market Purchases of Company Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as the board is using share buybacks to redistribute cash to shareholders and all shareholders may participate on equal terms.</i>							
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland and no concerns have been identified.</i>							
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following the low say-on-pay vote the company disclosed shareholder feedback as well as changes made to address investor concerns. However, while the company implemented a new severance and CIC policy, concerns remain regarding the former CEO's large severance and recent problematic retention equity awards made to the CFO. The former CEO received severance of \$64 million in connection with his termination and the CFO received three equity awards in exchange for eliminating legacy CIC provisions. While agreements may be necessary in order to transition NEOs from legacy programs, the severance and RSU awards associated with the company's move to the new CIC severance program are excessive.</i>							
6	Approve the Directors' Authority to Allot Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
8a	Approve Cancellation of Share Premium Account	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted as no significant concerns have been identified.</i>							
8b	Approve Amendment of Articles to Facilitate Capital Reduction	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted as no significant concerns have been identified.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	02/23/2018	Auto-Approved	02/23/2018	5,333	5,333
Total Shares:							5,333	5,333

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Cabot Corporation

Meeting Date: 03/08/2018	Country: USA	Primary Security ID: 127055101	Meeting ID: 1197844
Record Date: 01/16/2018	Meeting Type: Annual	Ticker: CBT	
Primary CUSIP: 127055101	Primary ISIN: US1270551013	Primary SEDOL: 2162500	Proxy Level: 3
	Shares Voted: 1,076	Votable Shares: 1,076	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,076

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cynthia A. Arnold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director John K. McGillicuddy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director John F. O'Brien	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Mark S. Wrighton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance appear reasonably aligned at this time.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	02/23/2018	Auto-Approved	02/23/2018	1,076	1,076
Total Shares:							1,076	1,076

The Walt Disney Company

Meeting Date: 03/08/2018	Country: USA	Primary Security ID: 254687106	Meeting ID: 1196130
Record Date: 01/08/2018	Meeting Type: Annual	Ticker: DIS	
Primary CUSIP: 254687106	Primary ISIN: US2546871060	Primary SEDOL: 2270726	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Walt Disney Company

Shares Voted: 90

Votable Shares: 90

*Shares on Loan: 0

Shares Instructed: 90

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan E. Arnold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Mary T. Barra	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Safra A. Catz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director John S. Chen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director Francis A. deSouza	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Robert A. Iger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Fred H. Langhammer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Aylwin B. Lewis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Mark G. Parker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction with respect to certain grandfathered performance-based compensation.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Disney extended Bob Iger's employment term to December 2021 in light of the upcoming merger with 21st Century Fox. In connection with the extension, he received a \$100 million equity grant which, while primarily performance-based, is tied to fairly non-rigorous goals. The amended agreement also provides for substantial increases to his base salary, target cash incentive, and annual equity grant, raising his total target annual pay by over 50 percent following the completion of the merger.</i></p>							
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related policies and oversight mechanisms, along with its trade association memberships and payments, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>							
6	Proxy Access Bylaw Amendment	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendments would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	02/23/2018	Auto-Approved	02/23/2018	90	90
Total Shares:							90	90

Aetna Inc.

Meeting Date: 03/13/2018	Country: USA	Primary Security ID: 00817Y108	Meeting ID: 1200695
Record Date: 02/05/2018	Meeting Type: Special	Ticker: AET	
Primary CUSIP: 00817Y108	Primary ISIN: US00817Y1082	Primary SEDOL: 2695921	Proxy Level: 5
	Shares Voted: 121	Votable Shares: 121	*Shares on Loan: 0
			Shares Instructed: 121
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For		
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For		
3	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For		
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243		6728029075	Confirmed	Auto-Instructed	03/08/2018	Auto-Approved	03/08/2018	121	121
Total Shares:								121	121

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Aetna Inc.

Analog Devices, Inc.

Meeting Date: 03/14/2018 **Country:** USA **Primary Security ID:** 032654105 **Meeting ID:** 1197798
Record Date: 01/08/2018 **Meeting Type:** Annual **Ticker:** ADI

Primary CUSIP: 032654105 **Primary ISIN:** US0326541051 **Primary SEDOL:** 2032067 **Proxy Level:** 3

Shares Voted: 530 **Votable Shares:** 530 ***Shares on Loan:** 0 **Shares Instructed:** 530

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ray Stata	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.</i>							
1b	Elect Director Vincent Roche	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.</i>							
1c	Elect Director James A. Champy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.</i>							
1d	Elect Director Bruce R. Evans	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.</i>							
1e	Elect Director Edward H. Frank	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.</i>							
1f	Elect Director Mark M. Little	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.</i>							
1g	Elect Director Neil Novich	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.</i>							
1h	Elect Director Kenton J. Sicchitano	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.</i>							
1i	Elect Director Lisa T. Su	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Analog Devices, Inc.

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	03/08/2018	Auto-Approved	03/08/2018	530	530
Total Shares:							530	530

Agilent Technologies, Inc.

Meeting Date: 03/21/2018	Country: USA	Primary Security ID: 00846U101	Meeting ID: 1200386
Record Date: 01/23/2018	Meeting Type: Annual	Ticker: A	
Primary CUSIP: 00846U101	Primary ISIN: US00846U1016	Primary SEDOL: 2520153	Proxy Level: 3
Shares Voted: 1,356		Votable Shares: 1,356	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,356

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Koh Boon Hwee	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Michael R. McMullen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Daniel K. Podolsky	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on an analysis of the plan costs and features, as well as the company's grant practices, a vote FOR this proposal is warranted.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	03/10/2018	Auto-Approved	03/10/2018	1,356	1,356
Total Shares:							1,356	1,356

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Starbucks Corporation

Meeting Date: 03/21/2018	Country: USA	Primary Security ID: 855244109	Meeting ID: 1197920
Record Date: 01/11/2018	Meeting Type: Annual	Ticker: SBUX	
Primary CUSIP: 855244109	Primary ISIN: US8552441094	Primary SEDOL: 2842255	Proxy Level: 3
	Shares Voted: 7,788	Votable Shares: 7,788	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 7,788

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Howard Schultz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Rosalind G. Brewer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Mary N. Dillon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Mellody Hobson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director Kevin R. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Jorgen Vig Knudstorp	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Satya Nadella	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Joshua Cooper Ramo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Clara Shih	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Javier G. Teruel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1k	Elect Director Myron E. Ullman, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Craig E. Weatherup	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Proxy Access Bylaw Amendments	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendment would enhance the company's existing right for shareholders while maintaining safeguards on the nomination process.</i>							
5	Report on Sustainable Packaging	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional disclosure on the company's targets and initiatives for managing associated financial, environmental, and reputational risks regarding sustainable packaging.</i>							
6	Report on Paid Family Leave *Withdrawn Resolution*	SH	No				
7	Prepare Employment Diversity Report and Report on Diversity Policies	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional diversity-related disclosures would enable shareholders to better evaluate the effectiveness of the company's diversity policies, initiatives, and its management of related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	03/10/2018	Auto-Approved	03/10/2018	1,988	1,988
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	03/10/2018	Auto-Approved	03/10/2018	5,800	5,800
Total Shares:							7,788	7,788

Keysight Technologies, Inc.

Meeting Date: 03/22/2018	Country: USA	Primary Security ID: 49338L103	Meeting ID: 1200536
Record Date: 01/31/2018	Meeting Type: Annual	Ticker: KEYS	
Primary CUSIP: 49338L103	Primary ISIN: US49338L1035	Primary SEDOL: BQZJ0Q9	Proxy Level: 3
Total Ballots: 1	Shares Voted: 840	Votable Shares: 840	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 840

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald S. Nersesian	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Keysight Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.2	Elect Director Charles J. Dockendorff	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.									
1.3	Elect Director Robert A. Rango	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.									
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	03/10/2018	Auto-Approved	03/10/2018	840	840
Total Shares:								840	840

QUALCOMM Incorporated

Meeting Date: 03/23/2018	Country: USA	Primary Security ID: 747525103	Meeting ID: 1195166
Record Date: 01/08/2018	Meeting Type: Proxy Contest	Ticker: QCOM	
Primary CUSIP: 747525103	Primary ISIN: US7475251036	Primary SEDOL: 2714923	Proxy Level: 6
	Shares Voted: 2,560	Votable Shares: 2,560	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,560	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Management Proxy (White Proxy Card)	Mgmt	No				
1.1	Elect Director Barbara T. Alexander	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
1.2	Elect Director Jeffrey W. Henderson	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Thomas W. Horton	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.4	Elect Director Paul E. Jacobs	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.5	Elect Director Ann M. Livermore	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.6	Elect Director Harish Manwani	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.7	Elect Director Mark D. McLaughlin	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.8	Elect Director Steve Mollenkopf	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.9	Elect Director Clark T. "Sandy" Randt, Jr.	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.10	Elect Director Francisco Ros	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.11	Elect Director Anthony J. Vinciguerra	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Eliminate Supermajority Vote Requirement to Remove Directors	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
6	Eliminate Supermajority Vote Requirement Relating to Amendments and Obsolete Provisions	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
7	Eliminate Supermajority Vote Requirement for Business Combinations with Interested Stockholders	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
8	Repeal Amendments to the Company's Bylaws Adopted Without Stockholder Approval After July 15, 2016	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
	Dissident Proxy (Blue Proxy Card)	Mgmt	No				
1.1	Elect Director Samih Elhage	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: The election of four Broadcom nominees to the 11-member board seems to offer a reasonable path to a negotiated deal, which is likely to be the most beneficial path for shareholders. Votes for nominees Elhage, Hill, Kispert, and You on the dissident card are therefore warranted.</i>							
1.2	Elect Director David G. Golden	SH	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The election of four Broadcom nominees to the 11-member board seems to offer a reasonable path to a negotiated deal, which is likely to be the most beneficial path for shareholders. Votes for nominees Elhage, Hill, Kispert, and You on the dissident card are therefore warranted.</i>							
1.3	Elect Director Veronica M. Hagen	SH	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The election of four Broadcom nominees to the 11-member board seems to offer a reasonable path to a negotiated deal, which is likely to be the most beneficial path for shareholders. Votes for nominees Elhage, Hill, Kispert, and You on the dissident card are therefore warranted.</i>							
1.4	Elect Director Julie A. Hill	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: The election of four Broadcom nominees to the 11-member board seems to offer a reasonable path to a negotiated deal, which is likely to be the most beneficial path for shareholders. Votes for nominees Elhage, Hill, Kispert, and You on the dissident card are therefore warranted.</i>							
1.5	Elect Director John H. Kispert	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: The election of four Broadcom nominees to the 11-member board seems to offer a reasonable path to a negotiated deal, which is likely to be the most beneficial path for shareholders. Votes for nominees Elhage, Hill, Kispert, and You on the dissident card are therefore warranted.</i>							
1.6	Elect Director Harry L. You	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: The election of four Broadcom nominees to the 11-member board seems to offer a reasonable path to a negotiated deal, which is likely to be the most beneficial path for shareholders. Votes for nominees Elhage, Hill, Kispert, and You on the dissident card are therefore warranted.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Repeal Amendments to the Company's Bylaws Adopted Without Stockholder Approval After July 15, 2016	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: A cautionary vote FOR this proposal is warranted, as the dissident case suggests that additional shareholder oversight at the board level could be beneficial, and there appears to be minimal downside risk to shareholders in approving the request.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	None	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While some concerns are noted, pay and performance are reasonably aligned at this time.</i>							
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	None	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that (i) the purchase price is reasonable, (ii) the number of shares reserved is reasonable, and (iii) the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
6	Eliminate Supermajority Vote Requirement to Remove Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, given that the elimination of the supermajority vote requirement would enhance shareholder rights.</i>							
7	Eliminate Supermajority Vote Requirement Relating to Amendments and Obsolete Provisions	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, given that the elimination of the supermajority vote requirement would enhance shareholder rights.</i>							
8	Eliminate Supermajority Vote Requirement for Business Combinations with Interested Stockholders	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the elimination of this anti-takeover provision is warranted. The fair price provision has a two-thirds supermajority shareholder vote requirement. Moreover, as the company is subject to Delaware's freezeout provision, which is designed to address the same concerns as the fair price provision, shareholders may view the fair price provision as redundant.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	02/22/2018	Auto-Approved	02/22/2018	2,560	2,560
Total Shares:							2,560	2,560

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

WNS (Holdings) Limited

Meeting Date: 03/30/2018	Country: Jersey	Primary Security ID: 92932M101	Meeting ID: 1198536
Record Date: 02/16/2018	Meeting Type: Special	Ticker: WNS	
Primary CUSIP: 92932M101	Primary ISIN: US92932M1018	Primary SEDOL: B194GX4	Proxy Level: N/A
	Shares Voted: 4,160	Votable Shares: 4,160	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,160

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders	Mgmt	No				
	Approve Share Repurchase Program	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the proposed maximum purchase price and the duration of authority are not within the recommended limits.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	03/10/2018	Auto-Approved	03/10/2018	4,160	4,160
Total Shares:							4,160	4,160

Schlumberger Limited

Meeting Date: 04/04/2018	Country: Curacao	Primary Security ID: 806857108	Meeting ID: 1206522
Record Date: 02/07/2018	Meeting Type: Annual	Ticker: SLB	
Primary CUSIP: 806857108	Primary ISIN: AN8068571086	Primary SEDOL: 2779201	Proxy Level: N/A
	Shares Voted: 3,442	Votable Shares: 3,442	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,442

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter L.S. Currie	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Miguel M. Galuccio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director V. Maureen Kempston Darkes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Paal Kibsgaard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Schlumberger Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Nikolay Kudryavtsev	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Helge Lund	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Michael E. Marks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Indra K. Nooyi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Lubna S. Olayan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1j	Elect Director Leo Rafael Reif	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1k	Elect Director Henri Seydoux	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The committee granted time-vesting retention awards to NEOs, citing the fact that prior cycle performance equity was not earned. This decision insulates executives from the at-risk nature of a pay-for-performance program, and it is comparable to a prior practice which contributed to a low say-on-pay vote in 2016. Additionally, the company continues to benchmark above the median of peers and the annual incentive program allows for a significant level of committee discretion.</i>							
3	Adopt and Approve Financials and Dividends	Mgmt	Yes	For	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company seeks shareholder approval of its French Sub Plan in order to qualify under the "2018 Finance Law" in France. Approval of the Sub Plan does not have a detrimental effect on shareholder interests.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	03/21/2018	Auto-Approved	03/21/2018	3,442	3,442
Total Shares:							3,442	3,442

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Schlumberger Limited

The Goodyear Tire & Rubber Company

Meeting Date: 04/09/2018	Country: USA	Primary Security ID: 382550101	Meeting ID: 1209601
Record Date: 02/15/2018	Meeting Type: Annual	Ticker: GT	
Primary CUSIP: 382550101	Primary ISIN: US3825501014	Primary SEDOL: 2378200	Proxy Level: 3
	Shares Voted: 1,240	Votable Shares: 1,240	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 1,240

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James A. Firestone	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Werner Geissler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Peter S. Hellman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Laurette T. Koellner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Richard J. Kramer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director W. Alan McCollough	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director John E. McGlade	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Michael J. Morell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Roderick A. Palmore	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director Stephanie A. Streeter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Thomas H. Weidemeyer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Goodyear Tire & Rubber Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1l	Elect Director Michael R. Wessel	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.									
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	03/29/2018	Auto-Approved	03/29/2018	1,085	1,085
Socially Responsible Investing, 020407420243		6728029075	Confirmed	Auto-Instructed	03/29/2018	Auto-Approved	03/29/2018	155	155
Total Shares:								1,240	1,240

The Bank of New York Mellon Corporation

Meeting Date: 04/10/2018	Country: USA	Primary Security ID: 064058100	Meeting ID: 1209759
Record Date: 02/09/2018	Meeting Type: Annual	Ticker: BK	
Primary CUSIP: 064058100	Primary ISIN: US0640581007	Primary SEDOL: B1Z77F6	Proxy Level: 3
Shares Voted: 1,310		Votable Shares: 1,310	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,310

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Linda Z. Cook	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Edward P. Garden	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Jeffrey A. Goldstein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director John M. Hinshaw	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Edmund F. "Ted" Kelly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Jennifer B. Morgan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Mark A. Nordenberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1j	Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1k	Elect Director Charles W. Scharf	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1l	Elect Director Samuel C. Scott, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							
5	Report on and Assess Proxy Voting Policies in Relation to Climate Change Position	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the requested report would benefit shareholders by allowing them to assess the company's policies and proxy voting practices on climate change-related issues, as well as providing a better understanding of the company's policy positions on climate change.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	03/29/2018	Auto-Approved	03/29/2018	1,310	1,310
Total Shares:							1,310	1,310

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Adobe Systems Incorporated

Meeting Date: 04/12/2018	Country: USA	Primary Security ID: 00724F101	Meeting ID: 1206632
Record Date: 02/14/2018	Meeting Type: Annual	Ticker: ADBE	
Primary CUSIP: 00724F101	Primary ISIN: US00724F1012	Primary SEDOL: 2008154	Proxy Level: 3
	Shares Voted: 5,725	Votable Shares: 5,725	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 5,725

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy L. Banse	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Edward W. Barnholt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Robert K. Burgess	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1d	Elect Director Frank A. Calderoni	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director James E. Daley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Laura B. Desmond	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Charles M. Geschke	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Shantanu Narayen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Daniel L. Rosensweig	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director John E. Warnock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Adobe Systems Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	03/29/2018	Auto-Approved	03/29/2018	810	810
Sands Capital Mgmt, 020407420511		6728029078	Confirmed	Auto-Instructed	03/29/2018	Auto-Approved	03/29/2018	4,915	4,915
Total Shares:								5,725	5,725

Fifth Third Bancorp

Meeting Date: 04/17/2018	Country: USA	Primary Security ID: 316773100	Meeting ID: 1207821
Record Date: 02/23/2018	Meeting Type: Annual	Ticker: FITB	
Primary CUSIP: 316773100	Primary ISIN: US3167731005	Primary SEDOL: 2336747	Proxy Level: 3
Shares Voted: 421	Votable Shares: 421	*Shares on Loan: 0	Shares Instructed: 421
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director B. Evan Bayh, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.3	Elect Director Jorge L. Benitez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Katherine B. Blackburn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director Emerson L. Brumback	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director Jerry W. Burris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director Greg D. Carmichael	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Fifth Third Bancorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Gary R. Heminger	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.9	Elect Director Jewell D. Hoover	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Eileen A. Mallesch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.11	Elect Director Michael B. McCallister	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.12	Elect Director Marsha C. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	421	421
Total Shares:							421	421

Northern Trust Corporation

Meeting Date: 04/17/2018	Country: USA	Primary Security ID: 665859104	Meeting ID: 1208934
Record Date: 02/23/2018	Meeting Type: Annual	Ticker: NTRS	
Primary CUSIP: 665859104	Primary ISIN: US6658591044	Primary SEDOL: 2648668	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Northern Trust Corporation

Shares Voted: 2,232

Votable Shares: 2,232

*Shares on Loan: 0

Shares Instructed: 2,232

Total Ballots: 2

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Walker Bynoe	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1b	Elect Director Susan Crown	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Dean M. Harrison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Jay L. Henderson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Michael G. O'Grady	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Jose Luis Prado	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Thomas E. Richards	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director John W. Rowe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Martin P. Slark	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director David H. B. Smith, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Donald Thompson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Charles A. Tribbett, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1m	Elect Director Frederick H. Waddell	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Northern Trust Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned.								
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.								
4	Report on Political Contributions Disclosure	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure of the company's political contributions, including payments to trade associations, and mechanisms for oversight and management would allow shareholders to better assess associated risks.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	2,180	2,180
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	52	52
Total Shares:							2,232	2,232

ORBCOMM Inc.

Meeting Date: 04/18/2018	Country: USA	Primary Security ID: 68555P100	Meeting ID: 1211988
Record Date: 03/02/2018	Meeting Type: Annual	Ticker: ORBC	
Primary CUSIP: 68555P100	Primary ISIN: US68555P1003	Primary SEDOL: B19FR01	Proxy Level: 3
Total Ballots: 1	Shares Voted: 12,367	Votable Shares: 12,367	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 12,367

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jerome B. Eisenberg	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.2	Elect Director Marco Fuchs	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

ORBCOMM Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance appear reasonably aligned at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412		6728029085	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	12,367	12,367
Total Shares:								12,367	12,367

Sonoco Products Company

Meeting Date: 04/18/2018	Country: USA	Primary Security ID: 835495102	Meeting ID: 1212069
Record Date: 02/28/2018	Meeting Type: Annual	Ticker: SON	
Primary CUSIP: 835495102	Primary ISIN: US8354951027	Primary SEDOL: 2821395	Proxy Level: 3
Shares Voted: 2,900		Votable Shares: 2,900	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,900	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pamela L. Davies	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Harris E. DeLoach, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Philippe Guillemot	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.4	Elect Director Robert C. Tiede	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers, LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Sonoco Products Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	2,900	2,900
Total Shares:							2,900	2,900

Owens Corning

Meeting Date: 04/19/2018 **Country:** USA **Primary Security ID:** 690742101 **Meeting ID:** 1211989
Record Date: 02/20/2018 **Meeting Type:** Annual **Ticker:** OC

Primary CUSIP: 690742101 **Primary ISIN:** US6907421019 **Primary SEDOL:** B1FW7Q2 **Proxy Level:** 3

Shares Voted: 712 **Votable Shares:** 712 ***Shares on Loan:** 0 **Shares Instructed:** 712

Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Cesar Conde	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1B	Elect Director Adrienne D. Elsner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1C	Elect Director J. Brian Ferguson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1D	Elect Director Ralph F. Hake	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1E	Elect Director Edward F. Lonergan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1F	Elect Director Maryann T. Mannen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1G	Elect Director W. Howard Morris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1H	Elect Director Suzanne P. Nimocks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1I	Elect Director Michael H. Thaman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Owens Corning

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1J	Elect Director John D. Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is identified, a vote FOR this proposal is warranted given that pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	712	712
Total Shares:							712	712

Stanley Black & Decker, Inc.

Meeting Date: 04/19/2018	Country: USA	Primary Security ID: 854502101	Meeting ID: 1209568
Record Date: 02/16/2018	Meeting Type: Annual	Ticker: SWK	
Primary CUSIP: 854502101	Primary ISIN: US8545021011	Primary SEDOL: B3Q2FJ4	Proxy Level: 3
	Shares Voted: 220	Votable Shares: 220	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 220	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrea J. Ayers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director George W. Buckley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Patrick D. Campbell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Carlos M. Cardoso	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Stanley Black & Decker, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Robert B. Coutts	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director Debra A. Crew	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director Michael D. Hankin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director James M. Loree	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.9	Elect Director Marianne M. Parrs	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.10	Elect Director Robert L. Ryan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.11	Elect Director James H. Scholefield	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote FOR this proposal is warranted.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are raised, support FOR this proposal is warranted as pay and performance appear reasonably aligned at this time.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	220	220
Total Shares:							220	220

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The AES Corporation

Meeting Date: 04/19/2018	Country: USA	Primary Security ID: 00130H105	Meeting ID: 1209610
Record Date: 02/26/2018	Meeting Type: Annual	Ticker: AES	
Primary CUSIP: 00130H105	Primary ISIN: US00130H1059	Primary SEDOL: 2002479	Proxy Level: 4
	Shares Voted: 5,250	Votable Shares: 5,250	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 5,250

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andres R. Gluski	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.2	Elect Director Charles L. Harrington	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Kristina M. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Tarun Khanna	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director Holly K. Koepfel	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies. A vote AGAINST governance committee chair Holly Koepfel is also warranted due to the action of the board to exclude a non-binding shareholder proposal that would have requested a lower ownership threshold for shareholders to call special meetings.</i>						
1.6	Elect Director James H. Miller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Alain Monie	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director John B. Morse, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST board chair John (Jay) Morse Jr. are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Moises Naim	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Jeffrey W. Ubben	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The AES Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Ratify Existing Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A lower ownership threshold to call a special meeting would facilitate use of the right by groups of institutional shareholders. In addition, the current bylaw provisions place material restrictions on the timing of special meetings called by shareholders and the subject matter that can be raised at them. Therefore, a vote AGAINST this advisory proposal is warranted.</i>							
5	Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario- Withdrawn Resolution	SH	No				
<i>Voting Policy Rationale: This proposal has been withdrawn, and no votes will be counted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/10/2018	Auto-Approved	04/10/2018	5,250	5,250
Total Shares:							5,250	5,250

American Electric Power Company, Inc.

Meeting Date: 04/24/2018	Country: USA	Primary Security ID: 025537101	Meeting ID: 1208858
Record Date: 02/26/2018	Meeting Type: Annual	Ticker: AEP	
Primary CUSIP: 025537101	Primary ISIN: US0255371017	Primary SEDOL: 2026242	Proxy Level: 3
Total Ballots: 1	Shares Voted: 113	Votable Shares: 113	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 113

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director David J. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director J. Barnie Beasley, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Ralph D. Crosby, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

American Electric Power Company, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Linda A. Goodspeed	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director Thomas E. Hoaglin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director Sandra Beach Lin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director Richard C. Notebaert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.9	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.10	Elect Director Stephen S. Rasmussen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.11	Elect Director Oliver G. Richard, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.12	Elect Director Sara Martinez Tucker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance appear reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	113	113
Total Shares:							113	113

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Cleveland-Cliffs Inc.

Meeting Date: 04/24/2018	Country: USA	Primary Security ID: 185899101	Meeting ID: 1210314
Record Date: 02/23/2018	Meeting Type: Annual	Ticker: CLF	
Primary CUSIP: 185899101	Primary ISIN: US1858991011	Primary SEDOL: BYVZ186	Proxy Level: 3
	Shares Voted: 199	Votable Shares: 199	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 199

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John T. Baldwin	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.2	Elect Director Robert P. Fisher, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.3	Elect Director Lourenco Goncalves	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.4	Elect Director Susan M. Green	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.5	Elect Director Joseph A. Rutkowski, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.6	Elect Director Eric M. Rychel	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.7	Elect Director Michael D. Siegal	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.8	Elect Director Gabriel Stoliar	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.9	Elect Director Douglas C. Taylor	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following low say-on-pay support in 2017, improved disclosure practices were offset by a substantial increase in CEO pay. Specifically, the CEO received a retention grant with equivalent value as his long-term target incentive. Furthermore, short-term incentives are disproportionately dependent on qualitative goals.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Cleveland-Cliffs Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243		6728029075	Confirmed	Auto-Instructed	04/13/2018	Auto-Approved	04/13/2018	199	199
Total Shares:							199	199	

Comerica Incorporated

Meeting Date: 04/24/2018	Country: USA	Primary Security ID: 200340107	Meeting ID: 1210791
Record Date: 02/23/2018	Meeting Type: Annual	Ticker: CMA	
Primary CUSIP: 200340107	Primary ISIN: US2003401070	Primary SEDOL: 2212870	Proxy Level: 3
	Shares Voted: 2,880	Votable Shares: 2,880	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 2,880

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ralph W. Babb, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Michael E. Collins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Roger A. Cregg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director T. Kevin DeNicola	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director Jacqueline P. Kane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director Richard G. Lindner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director Barbara R. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Comerica Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Robert S. Taubman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.9	Elect Director Reginald M. Turner, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.10	Elect Director Nina G. Vaca	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.11	Elect Director Michael G. Van de Ven	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year under review.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	2,817	2,817
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	63	63
Total Shares:							2,880	2,880

International Business Machines Corporation

Meeting Date: 04/24/2018	Country: USA	Primary Security ID: 459200101	Meeting ID: 1209786
Record Date: 02/23/2018	Meeting Type: Annual	Ticker: IBM	
Primary CUSIP: 459200101	Primary ISIN: US4592001014	Primary SEDOL: 2005973	Proxy Level: 3
Shares Voted: 1,102	Votable Shares: 1,102	*Shares on Loan: 0	Shares Instructed: 1,102
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth I. Chenault	Mgmt	Yes	For	For	Against	Against

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Michael L. Eskew	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director David N. Farr	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Alex Gorsky	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director Shirley Ann Jackson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.6	Elect Director Andrew N. Liveris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director Hutham S. Olayan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director James W. Owens	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.9	Elect Director Virginia M. Rometty	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.10	Elect Director Joseph R. Swedish	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.11	Elect Director Sidney Taurel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.12	Elect Director Peter R. Voser	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.13	Elect Director Frederick H. Waddell	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A cautionary vote FOR this proposal is warranted. Following low say-on-pay support last year, the committee engaged with shareholders and made several improvements based on the feedback received. Most significant among these changes were improved disclosure of both short- and long-term incentive goals, allowing investors to more clearly assess the rigor of those programs. Ongoing issues that warrant continued close monitoring remain, however. The short-term program incorporates a significant degree of discretion, and recent investor engagement did not result in any changes to the CEO's one-time premium-priced option grant, which was a concern identified by investors.</i></p>							
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from more information on the company's indirect lobbying expenditures, including memberships and payments to trade associations.</i></p>							
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</i></p>							
6	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	1,102	1,102
Total Shares:							1,102	1,102

Noble Energy, Inc.

Meeting Date: 04/24/2018	Country: USA	Primary Security ID: 655044105	Meeting ID: 1206189
Record Date: 02/23/2018	Meeting Type: Annual	Ticker: NBL	
Primary CUSIP: 655044105	Primary ISIN: US6550441058	Primary SEDOL: 2640761	Proxy Level: 3
Total Ballots: 2	Shares Voted: 2,670	Votable Shares: 2,670	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,670

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey L. Berenson	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i></p>							
1b	Elect Director Michael A. Cawley	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i></p>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Noble Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Edward F. Cox	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1d	Elect Director James E. Craddock	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1e	Elect Director Thomas J. Edelman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1f	Elect Director Holli C. Ladhani	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director David L. Stover	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1h	Elect Director Scott D. Urban	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1i	Elect Director William T. Van Kleef	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						
4	Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the company does not disclose estimates of the impact that climate change regulations and a reduced fossil fuel demand scenario might have on the company and its operations, nor does it discuss the actions that it is taking to mitigate these risks.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	2,485	2,485
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	185	185
Total Shares:							2,670	2,670

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Noble Energy, Inc.

SunTrust Banks, Inc.

Meeting Date: 04/24/2018	Country: USA	Primary Security ID: 867914103	Meeting ID: 1209583
Record Date: 02/14/2018	Meeting Type: Annual	Ticker: STI	

Primary CUSIP: 867914103	Primary ISIN: US8679141031	Primary SEDOL: 2860990	Proxy Level: 3
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Shares Voted: 173	Votable Shares: 173	*Shares on Loan: 0	Shares Instructed: 173
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Total Ballots: 1	Voting Policy: UUA
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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Agnes Bundy Scanlan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Dallas S. Clement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Paul R. Garcia	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director M. Douglas Ivester	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director Donna S. Morea	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director David M. Ratcliffe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director William H. Rogers, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director Frank P. Scruggs, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.9	Elect Director Bruce L. Tanner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.10	Elect Director Steven C. Voorhees	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.11	Elect Director Thomas R. Watjen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

SunTrust Banks, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Phail Wynn, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: While some concern is raised over the company's annual incentive program, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	173	173
Total Shares:							173	173

The GEO Group, Inc.

Meeting Date: 04/24/2018	Country: USA	Primary Security ID: 36162J106	Meeting ID: 1210939
Record Date: 02/27/2018	Meeting Type: Annual	Ticker: GEO	
Primary CUSIP: 36162J106	Primary ISIN: US36162J1060	Primary SEDOL: BNLYWQ1	Proxy Level: 3
Shares Voted: 517	Votable Shares: 517	*Shares on Loan: 0	Shares Instructed: 517
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Clarence E. Anthony	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Anne N. Foreman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Richard H. Glanton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Christopher C. Wheeler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The GEO Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Julie Myers Wood	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director George C. Zoley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Proxy Access Bylaw Amendment	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the amendment of the proxy access bylaws would enhance shareholder rights, while incorporating necessary safeguards to the nomination process.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/07/2018	Auto-Approved	04/07/2018	517	517
Total Shares:							517	517

VF Corporation

Meeting Date: 04/24/2018	Country: USA	Primary Security ID: 918204108	Meeting ID: 1211380
Record Date: 03/01/2018	Meeting Type: Annual	Ticker: VFC	
Primary CUSIP: 918204108	Primary ISIN: US9182041080	Primary SEDOL: 2928683	Proxy Level: 3
	Shares Voted: 870	Votable Shares: 870	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 870	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard T. Carucci	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Juliana L. Chugg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

VF Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Benno Dorer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Mark S. Hoplamazian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director Laura W. Lang	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director W. Alan McCollough	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director W. Rodney McMullen	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.8	Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Steven E. Rendle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Carol L. Roberts	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.11	Elect Director Matthew J. Shattock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted given that pay and performance are reasonably aligned at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	870	870
Total Shares:							870	870

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Wells Fargo & Company

Meeting Date: 04/24/2018	Country: USA	Primary Security ID: 949746101	Meeting ID: 1211382
Record Date: 02/27/2018	Meeting Type: Annual	Ticker: WFC	
Primary CUSIP: 949746101	Primary ISIN: US9497461015	Primary SEDOL: 2649100	Proxy Level: 3
	Shares Voted: 115	Votable Shares: 115	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 115

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John D. Baker, II	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Celeste A. Clark	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Theodore F. Craver, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Elizabeth A. "Betsy" Duke	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Donald M. James	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Maria R. Morris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Karen B. Peetz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Juan A. Pujadas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director James H. Quigley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Ronald L. Sargent	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Timothy J. Sloan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Although the CEO continues to receive a relatively high base salary, he did not receive a cash bonus for the second year in a row, and equity is entirely performance-contingent. Continued shareholder monitoring is warranted, given the degree of discretion in the annual incentive determination process and the increase in equity awards.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholder rights.</i>							
5	Reform Executive Compensation Policy with Social Responsibility	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Incorporating social responsibility performance measures as a broader component of executive compensation setting decision-making would serve to further incentivize executives to ensure that company performance on environmental, social and sustainability considerations, alongside financial factors, is appropriately aligned with management's interests, the firm's stated commitments to social responsibility, and long-term corporate strategy.</i>							
6	Report on Incentive-Based Compensation and Risks of Material Losses	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted, as shareholders would benefit from additional disclosure about employee incentive compensation programs that could lead to material losses due to risk taking, given that broad-based employee incentive structures played a significant role in recent high-profile controversy and reputational harm at the company.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/11/2018	Auto-Approved	04/11/2018	115	115
Total Shares:							115	115

Ball Corporation

Meeting Date: 04/25/2018	Country: USA	Primary Security ID: 058498106	Meeting ID: 1211305
Record Date: 03/01/2018	Meeting Type: Annual	Ticker: BLL	
Primary CUSIP: 058498106	Primary ISIN: US0584981064	Primary SEDOL: 2073022	Proxy Level: 3
	Shares Voted: 5,690	Votable Shares: 5,690	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 5,690	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert W. Alspaugh	Mgmt	Yes	For	Withhold	Withhold	Withhold

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Ball Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<p><i>Voting Policy Rationale: WITHHOLD votes from all director nominees for their failure to opt out of the amendment to the Indiana Business Corporation Law that resulted in a perpetually-classified board, and due to shareholders' inability to amend the company's bylaws. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i></p>							
1.2	Elect Director Michael J. Cave	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes from all director nominees for their failure to opt out of the amendment to the Indiana Business Corporation Law that resulted in a perpetually-classified board, and due to shareholders' inability to amend the company's bylaws. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i></p>							
1.3	Elect Director Pedro Henrique Mariani	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes from all director nominees for their failure to opt out of the amendment to the Indiana Business Corporation Law that resulted in a perpetually-classified board, and due to shareholders' inability to amend the company's bylaws. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i></p>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The pay-for-performance misalignment is underscored by goal rigor concerns. In 2017, the committee lowered the STI target below the prior year's performance level and increased the CEO's target opportunity. The STI program also incorporates a problematic goal-setting formula that does not necessarily require improvement. Additionally, LTI cash targets have remained the same for multiple years despite being regularly exceeded.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/07/2018	Auto-Approved	04/07/2018	5,690	5,690
Total Shares:							5,690	5,690

Bank of America Corporation

Meeting Date: 04/25/2018	Country: USA	Primary Security ID: 060505104	Meeting ID: 1210186
Record Date: 03/02/2018	Meeting Type: Annual	Ticker: BAC	
Primary CUSIP: 060505104	Primary ISIN: US0605051046	Primary SEDOL: 2295677	Proxy Level: 3
Shares Voted: 24,987		Votable Shares: 24,987	*Shares on Loan: 0
Total Ballots: 2		Voting Policy: UUA	Shares Instructed: 24,987

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i></p>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Susan S. Bies	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Jack O. Bovender, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Frank P. Bramble, Sr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Pierre J.P. de Weck	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Arnold W. Donald	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director Linda P. Hudson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Monica C. Lozano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Thomas J. May	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Brian T. Moynihan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Michael D. White	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1m	Elect Director Thomas D. Woods	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1n	Elect Director R. David Yost	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1o	Elect Director Maria T. Zuber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. The majority of long-term incentives are tied to multi-year growth goals and do not provide upside potential; however, the discretionary nature of the overall pay determination process warrants continued monitoring.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	24,707	24,707
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	280	280
Total Shares:							24,987	24,987

Cigna Corporation

Meeting Date: 04/25/2018	Country: USA	Primary Security ID: 125509109	Meeting ID: 1212614
Record Date: 02/26/2018	Meeting Type: Annual	Ticker: CI	
Primary CUSIP: 125509109	Primary ISIN: US1255091092	Primary SEDOL: 2196479	Proxy Level: 3
Shares Voted: 553	Votable Shares: 553	*Shares on Loan: 0	Shares Instructed: 553
Total Ballots: 2	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David M. Cordani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Eric J. Foss	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Isaiah Harris, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Roman Martinez, IV	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Cigna Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director John M. Partridge	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director James E. Rogers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director Eric C. Wiseman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director Donna F. Zarcone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.9	Elect Director William D. Zollars	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	450	450
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	103	103
Total Shares:							553	553

DowDuPont Inc.

Meeting Date: 04/25/2018	Country: USA	Primary Security ID: 26078J100	Meeting ID: 1212648
Record Date: 02/26/2018	Meeting Type: Annual	Ticker: DWDP	
Primary CUSIP: 26078J100	Primary ISIN: US26078J1007	Primary SEDOL: BYP66M4	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

DowDuPont Inc.

Total Ballots: 1 **Shares Voted:** 172 **Votable Shares:** 172 ***Shares on Loan:** 0 **Shares Instructed:** 172
Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lamberto Andreotti	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director James A. Bell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Edward D. Breen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Robert A. Brown	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Alexander M. Cutler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Jeff M. Fetting	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Marillyn A. Hewson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Lois D. Juliber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Andrew N. Liveris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Raymond J. Milchovich	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Paul Polman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Dennis H. Reilley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1m	Elect Director James M. Ringer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1n	Elect Director Ruth G. Shaw	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

DowDuPont Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1o	Elect Director Lee M. Thomas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1p	Elect Director Patrick J. Ward	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. That being said, shareholders should monitor compensation program structure and outcomes as the company continues its strategic restructuring.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
5	Eliminate Supermajority Vote Requirement	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.</i>							
6	Report on Pay Disparity	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted for the following reasons:- Enhanced disclosures of pay disparities between executives and regular employees could allow for more informed and contextual assessments by shareholder of whether executive compensation practices are reasonable and fair; and- Excessive pay disparities between senior executives and rank-and-file employees could pose risks to long-term shareholder value, and impact employee morale as well as a company's standing in the communities in which it operates.</i>							
7	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Incorporating sustainability performance measures as a broader component of senior executive pay setting decision-making would serve to further incentivize executives to ensure that company performance on environmental, social and sustainability considerations, alongside financial factors, is appropriately aligned with management's interests, the firm's stated commitments to sustainability, and long-term corporate strategy.</i>							
8	Report on Impact of the Bhopal Chemical Explosion	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the report will provide shareholders with a better understanding of how the company approaches stakeholder relationships.</i>							
9	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the reduction to a 10 percent threshold to call a special meeting would improve shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/11/2018	Auto-Approved	04/11/2018	172	172

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

DowDuPont Inc.

Total Shares: 172 172

Eaton Corporation plc

Meeting Date: 04/25/2018	Country: Ireland	Primary Security ID: G29183103	Meeting ID: 1212494
Record Date: 02/26/2018	Meeting Type: Annual	Ticker: ETN	
Primary CUSIP: 278058102	Primary ISIN: IE00B8KQN827	Primary SEDOL: B8KQN82	Proxy Level: N/A
	Shares Voted: 4,290	Votable Shares: 4,290	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,290

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Todd M. Bluedorn	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1c	Elect Director Christopher M. Connor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Michael J. Critelli	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Richard H. Fearon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Charles E. Golden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Arthur E. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Deborah L. McCoy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Sandra Pianalto	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Eaton Corporation plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Gerald B. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1l	Elect Director Dorothy C. Thompson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.66 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							
4	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.</i>							
5	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.</i>							
6	Authorize Share Repurchase of Issued Share Capital	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/07/2018	Auto-Approved	04/07/2018	4,290	4,290
Total Shares:							4,290	4,290

General Electric Company

Meeting Date: 04/25/2018	Country: USA	Primary Security ID: 369604103	Meeting ID: 1210320
Record Date: 02/26/2018	Meeting Type: Annual	Ticker: GE	
Primary CUSIP: 369604103	Primary ISIN: US3696041033	Primary SEDOL: 2380498	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

General Electric Company

Shares Voted: 13,169

Votable Shares: 13,169

*Shares on Loan: 0

Shares Instructed: 13,169

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Sebastien M. Bazin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Elect Director W. Geoffrey Beattie	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
3	Elect Director John J. Brennan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
4	Elect Director H. Lawrence Culp, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
5	Elect Director Francisco D'Souza	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
6	Elect Director John L. Flannery	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
7	Elect Director Edward P. Garden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
8	Elect Director Thomas W. Horton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
9	Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
10	Elect Director James J. Mulva	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
11	Elect Director Leslie F. Seidman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
12	Elect Director James S. Tisch	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year under review.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

General Electric Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
14	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The proposal seeks 50 million additional shares that may be distributed under the plan as a result of employee and matching employer contributions. Under the plan, eligible participants may purchase common stock through payroll deductions, and based on the number of shares purchased, may receive partial matching employer contributions in the form of additional common stock. Given that the plan encourages share ownership among employees and the plan has reasonable terms, a vote FOR this proposal is warranted.</i>							
15	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	Against	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
16	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this shareholder proposal is warranted given that the company's short- and long-term underperformance and questions about the viability of its business model and corporate culture suggest that shareholders would benefit from the most robust form of independent boardroom oversight, provided by an independent board chair.</i>							
17	Provide for Cumulative Voting	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: UUA will vote FOR this proposal.</i>							
18	Adjust Executive Compensation Metrics for Share Buybacks	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the timing of the company's share buybacks and their impacts on metric results do not raise significant concerns at this time and, as such, performance metrics are best left to directors' discretion.</i>							
19	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure on the company's trade association activities and indirect lobbying-related expenditures, along with more information about its lobbying oversight, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>							
20	Report on Stock Buybacks	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: Because the information sought in this proposal would not meaningfully assist in shareholders' understanding of the company's buyback program and the risks it may entail, a vote AGAINST the proposal is warranted.</i>							
21	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's existing governance practices provide an effective counterbalance to the absence of a less than unanimous written consent right.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/11/2018	Auto-Approved	04/11/2018	13,169	13,169
Total Shares:							13,169	13,169

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Marathon Petroleum Corporation

Meeting Date: 04/25/2018	Country: USA	Primary Security ID: 56585A102	Meeting ID: 1211997
Record Date: 02/26/2018	Meeting Type: Annual	Ticker: MPC	
Primary CUSIP: 56585A102	Primary ISIN: US56585A1025	Primary SEDOL: B3K3L40	Proxy Level: 3
	Shares Voted: 890	Votable Shares: 890	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 890

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Alkhayyal	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Donna A. James	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1c	Elect Director James E. Rohr	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						
5	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement to amend the bylaws enhances shareholder rights.</i>						
6	Eliminate Supermajority Vote Requirement to Amend Charter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement to amend the charter enhances shareholder rights.</i>						
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	760	760
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	130	130

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Marathon Petroleum Corporation

Total Shares: **890** **890**

Newmont Mining Corporation

Meeting Date: 04/25/2018	Country: USA	Primary Security ID: 651639106	Meeting ID: 1209570
Record Date: 02/26/2018	Meeting Type: Annual	Ticker: NEM	
Primary CUSIP: 651639106	Primary ISIN: US6516391066	Primary SEDOL: 2636607	Proxy Level: 3
	Shares Voted: 2,486	Votable Shares: 2,486	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 2,486	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory H. Boyce	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director Bruce R. Brook	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director J. Kofi Bucknor	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.4	Elect Director Joseph A. Carrabba	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.5	Elect Director Noreen Doyle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director Gary J. Goldberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Veronica M. Hagen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director Sheri E. Hickok	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Rene Medori	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Jane Nelson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Newmont Mining Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Julio M. Quintana	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.12	Elect Director Molly P. Zhang	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. After receiving low say-on-pay support at the 2017 annual meeting, the committee actively engaged with shareholders and subsequently initiated improvements to the pay program. CEO pay declined somewhat from FY16 given smaller grants of equity in FY17 as well as a lower payout under the annual incentive program.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	2,341	2,341
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	145	145
Total Shares:							2,486	2,486

The Coca-Cola Company

Meeting Date: 04/25/2018	Country: USA	Primary Security ID: 191216100	Meeting ID: 1208954
Record Date: 02/26/2018	Meeting Type: Annual	Ticker: KO	
Primary CUSIP: 191216100	Primary ISIN: US1912161007	Primary SEDOL: 2206657	Proxy Level: 3
Total Ballots: 1	Shares Voted: 650	Votable Shares: 650	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 650

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herbert A. Allen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Ronald W. Allen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Marc Bolland	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Ana Botin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director Richard M. Daley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director Christopher C. Davis	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.7	Elect Director Barry Diller	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.8	Elect Director Helene D. Gayle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Alexis M. Herman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.10	Elect Director Muhtar Kent	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.11	Elect Director Robert A. Kotick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.12	Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.13	Elect Director Sam Nunn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.14	Elect Director James Quincey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.15	Elect Director Caroline J. Tsay	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.16	Elect Director David B. Weinberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted. The impact of discretionary assessments of individual performance was reduced in 2017, and the company will introduce performance scorecards for 2018 that are intended to provide greater transparency around discretion. Further, pay and performance are reasonably aligned for the period under review.								
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/11/2018	Auto-Approved	04/11/2018	650	650
Total Shares:							650	650

W.W. Grainger, Inc.

Meeting Date: 04/25/2018	Country: USA	Primary Security ID: 384802104	Meeting ID: 1211797
Record Date: 03/05/2018	Meeting Type: Annual	Ticker: GWW	
Primary CUSIP: 384802104	Primary ISIN: US3848021040	Primary SEDOL: 2380863	Proxy Level: 3
	Shares Voted: 510	Votable Shares: 510	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 510

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rodney C. Adkins	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Brian P. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director V. Ann Hailey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Stuart Levenick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director D.G. Macpherson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

W.W. Grainger, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Neil S. Novich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director Beatriz R. Perez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director Michael J. Roberts	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.9	Elect Director E. Scott Santi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.10	Elect Director James D. Slavik	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.11	Elect Director Lucas E. Watson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance appear reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	510	510
Total Shares:							510	510

AGCO Corporation

Meeting Date: 04/26/2018	Country: USA	Primary Security ID: 001084102	Meeting ID: 1216648
Record Date: 03/16/2018	Meeting Type: Annual	Ticker: AGCO	
Primary CUSIP: 001084102	Primary ISIN: US0010841023	Primary SEDOL: 2010278	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

AGCO Corporation

Total Ballots: 1 **Shares Voted:** 120 **Votable Shares:** 120 ***Shares on Loan:** 0 **Shares Instructed:** 120
Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roy V. Armes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director Michael C. Arnold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director P. George Benson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.4	Elect Director Suzanne P. Clark	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director Wolfgang Deml	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director George E. Minnich	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Martin H. Richenhagen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.8	Elect Director Gerald L. Shaheen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Mallika Srinivasan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.10	Elect Director Hendrikus Visser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the company failed to provide sufficient information regarding shareholder engagement efforts or feedback, the board made positive changes to its pay practices, mitigating concerns regarding compensation committee responsiveness at this time. Additionally, pay programs are largely performance-based, and pay outcomes align with recent company performance.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

AGCO Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/18/2018	Auto-Approved	04/18/2018	120	120
Total Shares:							120	120

Astec Industries, Inc.

Meeting Date: 04/26/2018	Country: USA	Primary Security ID: 046224101	Meeting ID: 1209657
Record Date: 02/20/2018	Meeting Type: Annual	Ticker: ASTE	
Primary CUSIP: 046224101	Primary ISIN: US0462241011	Primary SEDOL: 2060370	Proxy Level: 3
Shares Voted: 2,265		Votable Shares: 2,265	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,265

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Daniel K. Frierson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.2	Elect Director Glen E. Tellock	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.3	Elect Director James B. Baker	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	2,265	2,265
Total Shares:							2,265	2,265

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Avery Dennison Corporation

Meeting Date: 04/26/2018	Country: USA	Primary Security ID: 053611109	Meeting ID: 1211976
Record Date: 02/26/2018	Meeting Type: Annual	Ticker: AVY	
Primary CUSIP: 053611109	Primary ISIN: US0536111091	Primary SEDOL: 2066408	Proxy Level: 3
	Shares Voted: 870	Votable Shares: 870	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 870

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradley A. Alford	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1b	Elect Director Anthony K. Anderson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Peter K. Barker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Mitchell R. Butier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Ken C. Hicks	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Andres A. Lopez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director David E.I. Pyott	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Dean A. Scarborough	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Patrick T. Siewert	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Julia A. Stewart	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Martha N. Sullivan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Avery Dennison Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	870	870
Total Shares:							870	870

HCP, Inc.

Meeting Date: 04/26/2018	Country: USA	Primary Security ID: 40414L109	Meeting ID: 1212307
Record Date: 03/07/2018	Meeting Type: Annual	Ticker: HCP	
Primary CUSIP: 40414L109	Primary ISIN: US40414L1098	Primary SEDOL: 2417578	Proxy Level: 3
Total Ballots: 1	Shares Voted: 710	Votable Shares: 710	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 710

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian G. Cartwright	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1b	Elect Director Christine N. Garvey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1c	Elect Director David B. Henry	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Thomas M. Herzog	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1e	Elect Director Peter L. Rhein	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1f	Elect Director Joseph P. Sullivan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

HCP, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.								
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted. While some concerns are noted, executive compensation and company performance are reasonably aligned at this time.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	710	710
Total Shares:							710	710

Pfizer Inc.

Meeting Date: 04/26/2018	Country: USA	Primary Security ID: 717081103	Meeting ID: 1211905
Record Date: 02/27/2018	Meeting Type: Annual	Ticker: PFE	
Primary CUSIP: 717081103	Primary ISIN: US7170811035	Primary SEDOL: 2684703	Proxy Level: 3
	Shares Voted: 10,281	Votable Shares: 10,281	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 10,281	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dennis A. Ausiello	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Ronald E. Blaylock	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.3	Elect Director Albert Bourla	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director W. Don Cornwell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Helen H. Hobbs	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director James M. Kilts	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.8	Elect Director Dan R. Littman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Shantanu Narayen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.11	Elect Director Ian C. Read	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.12	Elect Director James C. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted due to the overall alignment between pay and performance. We note with caution the special equity award to retain the current CEO's employment for only one additional year prior to his retirement. The award is partially mitigated by the performance conditions, the non-compete period, and the five-year settlement period. Some concern is also raised by the fact that the company sets one of the long-term incentive goals on an annual basis. This focus on short-term performance is somewhat offset by the three-year TSR modifier. Finally, the short-term incentive program appears sufficiently rigorous given that the incentive targets were set higher than the prior year's actual results.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company seeks shareholder approval of its French Sub-Plan in order to permit the granting of tax-favored French-Qualified RSUs. Approval of the Sub-Plan does not have a detrimental effect on shareholder interests.</i>						
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						
6	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
7	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure of the company's lobbying-related oversight mechanisms and trade association payments would help shareholders better assess the risks and benefits association with the company's participation in the public policy process.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	04/16/2018	Auto-Approved	04/16/2018	10,115	10,115
Socially Responsible Investing, 020407420243		6728029075	Confirmed	Auto-Instructed	04/16/2018	Auto-Approved	04/16/2018	166	166
Total Shares:								10,281	10,281

Regency Centers Corporation

Meeting Date: 04/26/2018	Country: USA	Primary Security ID: 758849103	Meeting ID: 1210326
Record Date: 03/09/2018	Meeting Type: Annual	Ticker: REG	
Primary CUSIP: 758849103	Primary ISIN: US7588491032	Primary SEDOL: 2726177	Proxy Level: 3
	Shares Voted: 1,620	Votable Shares: 1,620	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,620	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin E. Stein, Jr.	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i></p>							
1b	Elect Director Joseph F. Azrack	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i></p>							
1c	Elect Director Bryce Blair	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1d	Elect Director C. Ronald Blankenship	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i></p>							
1e	Elect Director Deirdre J. Evens	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i></p>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Regency Centers Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Mary Lou Fiala	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1g	Elect Director Peter D. Linneman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director David P. O'Connor	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director Lisa Palmer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1j	Elect Director John C. Schweitzer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1k	Elect Director Thomas G. Wattles	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	1,620	1,620
Total Shares:							1,620	1,620

T. Rowe Price Group, Inc.

Meeting Date: 04/26/2018	Country: USA	Primary Security ID: 74144T108	Meeting ID: 1212497
Record Date: 02/23/2018	Meeting Type: Annual	Ticker: TROW	
Primary CUSIP: 74144T108	Primary ISIN: US74144T1088	Primary SEDOL: 2702337	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

T. Rowe Price Group, Inc.

Shares Voted: 560

Votable Shares: 560

*Shares on Loan: 0

Shares Instructed: 560

Total Ballots: 2

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark S. Bartlett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Edward C. Bernard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Mary K. Bush	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1d	Elect Director H. Lawrence Culp, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Freeman A. Hrabowski, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Robert F. MacLellan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Brian C. Rogers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Olympia J. Snowe	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director William J. Stromberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Richard R. Verma	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Sandra S. Wijnberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Alan D. Wilson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. However, concerns are raised regarding the annual incentive plan's discretionary nature and equity award's focus on short-term performance.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

T. Rowe Price Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Amend Charter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the current provision has a potential anti-takeover effect and may harm long-term share value by effectively entrenching management and preventing actions that could benefit shareholders. Moreover, denying certain shares their voting rights violates the "one share, one vote" principle of stock ownership.</i>							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/16/2018	Auto-Approved	04/16/2018	505	505
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/16/2018	Auto-Approved	04/16/2018	55	55
Total Shares:							560	560

Texas Instruments Incorporated

Meeting Date: 04/26/2018	Country: USA	Primary Security ID: 882508104	Meeting ID: 1210852
Record Date: 02/26/2018	Meeting Type: Annual	Ticker: TXN	
Primary CUSIP: 882508104	Primary ISIN: US8825081040	Primary SEDOL: 2885409	Proxy Level: 3
Shares Voted: 2,280		Votable Shares: 2,280	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,280

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph W. Babb, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Mark A. Blinn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Todd M. Bluedorn	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Daniel A. Carp	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Janet F. Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Carrie S. Cox	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director Brian T. Crutcher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Jean M. Hobby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Ronald Kirk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Pamela H. Patsley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Robert E. Sanchez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Richard K. Templeton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although the company's compensation program includes discretionary aspects and excludes specific performance conditions for equity awards, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The shareholder value transfer appears to be within a reasonable range;- The plan does not allow for repricing of stock options without prior shareholder approval; and- The equity burn rate is reasonable.</i>						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	2,280	2,280
Total Shares:							2,280	2,280

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Abbott Laboratories

Meeting Date: 04/27/2018	Country: USA	Primary Security ID: 002824100	Meeting ID: 1212608
Record Date: 02/28/2018	Meeting Type: Annual	Ticker: ABT	
Primary CUSIP: 002824100	Primary ISIN: US0028241000	Primary SEDOL: 2002305	Proxy Level: 3
	Shares Voted: 3,394	Votable Shares: 3,394	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 3,394

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.2	Elect Director Roxanne S. Austin	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.3	Elect Director Sally E. Blount	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.4	Elect Director Edward M. Liddy	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.5	Elect Director Nancy McKinstry	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.6	Elect Director Phebe N. Novakovic	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.7	Elect Director William A. Osborn	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.8	Elect Director Samuel C. Scott, III	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.9	Elect Director Daniel J. Starks	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.10	Elect Director John G. Stratton	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.11	Elect Director Glenn F. Tilton	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Miles D. White	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST the proposal is warranted. A substantial portion of non-equity awards are tied to strategic initiatives and leadership goals for which objective and specific targets and results are not completely disclosed, and disclosure of results under the annual incentive program overall is not complete enough to fully assess the linkage between incentive goals, achievements, and resulting above-target payouts. In addition, performance-vesting equity awards are earned based on achievement of annual goals rather than multi-year performance, and the company does not disclose results relative to this goal to allow investors to fully assess rigor. Finally, the value of long-term equity award grants is more heavily influenced by short- rather than long-term relative TSR.							
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board. Moreover, given significant executive compensation concerns, shareholders would benefit from stronger independent board oversight in the form of an independent chair. In addition, this non-binding proposal would not require an immediate change in the board leadership structure as it would allow the board discretion to phase in the policy requiring an independent chair at the next CEO transition.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	3,294	3,294
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	100	100
Total Shares:							3,394	3,394

AT&T Inc.

Meeting Date: 04/27/2018	Country: USA	Primary Security ID: 00206R102	Meeting ID: 1210311
Record Date: 02/27/2018	Meeting Type: Annual	Ticker: T	
Primary CUSIP: 00206R102	Primary ISIN: US00206R1023	Primary SEDOL: 2831811	Proxy Level: 3
	Shares Voted: 11,174	Votable Shares: 11,174	*Shares on Loan: 0
			Shares Instructed: 11,174
Total Ballots: 2	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Randall L. Stephenson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

AT&T Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Samuel A. Di Piazza, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Richard W. Fisher	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.4	Elect Director Scott T. Ford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director Glenn H. Hutchins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director William E. Kennard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.7	Elect Director Michael B. McCallister	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director Beth E. Mooney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Joyce M. Roche	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.10	Elect Director Matthew K. Rose	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.11	Elect Director Cynthia B. Taylor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.12	Elect Director Laura D'Andrea Tyson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.13	Elect Director Geoffrey Y. Yang	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

AT&T Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. While recognizing that AT&T is larger than most of its peers, the CEO's targeted pay opportunities that were already relatively large have increased. However, STI payouts were determined formulaically and based entirely on clearly disclosed financial metrics and goals. The majority of equity has been performance-conditioned and the proportion of performance awards increased for FY17. While forward-looking LTI goal disclosure would be beneficial, it is provided for closing cycles.</i></p>							
4	Amend Stock Purchase and Deferral Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: The proposal seeks 30 million additional shares that may be distributed under the plan as a result of employee and matching employer contributions as well as reinvested dividend equivalents. Under the plan, eligible participants may purchase common stock through payroll deductions, and based on the number of shares purchased, may receive partial matching employer contributions in the form of additional common stock. Participants may also receive additional deferred shares to offset the loss of a company match in the 401(k) plan. Given that the plan encourages share ownership among employees and the shareholder value transfer appears to be within a reasonable range, a vote FOR this proposal is warranted.</i></p>							
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>							
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure of the company's lobbying-related policies and oversight mechanisms, along with trade association memberships and payments, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>							
7	Amend Proxy Access Right	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendments would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.</i></p>							
8	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i></p>							
9	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it represents an improvement in the company's overall governance practices and could enhance shareholders' rights.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/16/2018	Auto-Approved	04/16/2018	11,043	11,043
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/16/2018	Auto-Approved	04/16/2018	131	131
Total Shares:							11,174	11,174

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Kellogg Company

Meeting Date: 04/27/2018	Country: USA	Primary Security ID: 487836108	Meeting ID: 1208488
Record Date: 02/28/2018	Meeting Type: Annual	Ticker: K	
Primary CUSIP: 487836108	Primary ISIN: US4878361082	Primary SEDOL: 2486813	Proxy Level: 3
	Shares Voted: 870	Votable Shares: 870	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 870

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Carter Cast	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director Zachary Gund	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Jim Jenness	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Don Knauss	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to pay and performance being reasonably aligned at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/03/2018	Auto-Approved	04/03/2018	870	870
Total Shares:							870	870

Weatherford International plc

Meeting Date: 04/27/2018	Country: Ireland	Primary Security ID: G48833100	Meeting ID: 1210945
Record Date: 03/02/2018	Meeting Type: Annual	Ticker: WFT	
Primary CUSIP: H27013103	Primary ISIN: IE00BLNN3691	Primary SEDOL: BLNN369	Proxy Level: N/A

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Weatherford International plc

Shares Voted: 2,470

Votable Shares: 2,470

*Shares on Loan: 0

Shares Instructed: 2,470

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mohamed A. Awad	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Roxanne J. Decyk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director John D. Gass	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Emyr Jones Parry	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Francis S. Kalman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director David S. King	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director William E. Macaulay	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Mark A. McCollum	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Angela A. Minas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Guillermo Ortiz	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.84 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Weatherford International plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The new CEO's base salary and incentive target payouts were set lower than his predecessor's. The annual incentive payout was below threshold with an increased emphasis on objective measures, and no performance shares vested in prior four-year period. These outcomes appropriately reflect the company's underperforming stock price and financials, mitigating concerns for the year in review.</i>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	04/16/2018	Auto-Approved	04/16/2018	2,470	2,470
Total Shares:								2,470	2,470

Regal Beloit Corporation

Meeting Date: 04/30/2018	Country: USA	Primary Security ID: 758750103	Meeting ID: 1214015
Record Date: 03/07/2018	Meeting Type: Annual	Ticker: RBC	
Primary CUSIP: 758750103	Primary ISIN: US7587501039	Primary SEDOL: 2730082	Proxy Level: 3
	Shares Voted: 2,024	Votable Shares: 2,024	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,024	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen M. Burt	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i></p>							
1b	Elect Director Anesa T. Chaibi	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i></p>							
1c	Elect Director Christopher L. Doerr	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i></p>							
1d	Elect Director Thomas J. Fischer	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1e	Elect Director Dean A. Foate	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i></p>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Regal Beloit Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Mark J. Gliebe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Henry W. Kneuppel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Rakesh Sachdev	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director Curtis W. Stoelting	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Jane L. Warner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. While there is limited disclosure regarding target goals in the STI program, the proxy indicates all measures required growth over the prior year's performance and the annual incentive was earned below target. However, ongoing failure to disclose targets for completed incentive cycles may result in adverse recommendations going forward. Although equity is majority time-based, performance equity vesting in 2017 was forfeited. Realizable CEO pay is also flat, in line with three-year TSR performance.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/20/2018	Auto-Approved	04/20/2018	2,024	2,024
Total Shares:							2,024	2,024

Bristol-Myers Squibb Company

Meeting Date: 05/01/2018	Country: USA	Primary Security ID: 110122108	Meeting ID: 1215050
Record Date: 03/14/2018	Meeting Type: Annual	Ticker: BMY	
Primary CUSIP: 110122108	Primary ISIN: US1101221083	Primary SEDOL: 2126335	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Bristol-Myers Squibb Company

Shares Voted: 3,764

Votable Shares: 3,764

*Shares on Loan: 0

Shares Instructed: 3,764

Total Ballots: 2

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1B	Elect Director Jose Baselga	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1C	Elect Director Robert J. Bertolini	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1D	Elect Director Giovanni Caforio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1E	Elect Director Matthew W. Emmens	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1F	Elect Director Michael Grobstein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1G	Elect Director Alan J. Lacy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1H	Elect Director Dinesh C. Paliwal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1I	Elect Director Theodore R. Samuels	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1J	Elect Director Gerald L. Storch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1K	Elect Director Vicki L. Sato	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1L	Elect Director Karen H. Vousden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that pay and performance are reasonably aligned at this time.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the scope of the proposal, the company's current use of incentive program metrics for which results may be impacted by drug pricing, and the lack of comprehensive disclosure describing how risks related to public concern over drug pricing increases are taken into consideration in executive compensation programs.</i>							
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 15 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	3,640	3,640
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	124	124
Total Shares:							3,764	3,764

Exelon Corporation

Meeting Date: 05/01/2018	Country: USA	Primary Security ID: 30161N101	Meeting ID: 1214270
Record Date: 03/02/2018	Meeting Type: Annual	Ticker: EXC	
Primary CUSIP: 30161N101	Primary ISIN: US30161N1019	Primary SEDOL: 2670519	Proxy Level: 3
Shares Voted: 3,540		Votable Shares: 3,540	*Shares on Loan: 0
Total Ballots: 2		Voting Policy: UUA	Shares Instructed: 3,540

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Ann C. Berzin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Christopher M. Crane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Exelon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Yves C. de Balmann	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Nicholas DeBenedictis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Linda P. Jojo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Paul L. Joskow	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Robert J. Lawless	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Richard W. Mies	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director John W. Rogers, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1k	Elect Director Mayo A. Shattuck, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Stephen D. Steinour	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	3,380	3,380
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	160	160
Total Shares:							3,540	3,540

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Incyte Corporation

Meeting Date: 05/01/2018	Country: USA	Primary Security ID: 45337C102	Meeting ID: 1211222
Record Date: 03/05/2018	Meeting Type: Annual	Ticker: INCY	
Primary CUSIP: 45337C102	Primary ISIN: US45337C1027	Primary SEDOL: 2471950	Proxy Level: 3
	Shares Voted: 5,050	Votable Shares: 5,050	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 5,050

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Julian C. Baker	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.2	Elect Director Jean-Jacques Bienaime	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.3	Elect Director Paul A. Brooke	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.4	Elect Director Paul J. Clancy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.5	Elect Director Wendy L. Dixon	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.6	Elect Director Jacquelyn A. Fouse	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.7	Elect Director Paul A. Friedman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.8	Elect Director Herve Hoppenot	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. CEO pay has increased significantly, driven by large special stock option grants over the past two years. These grants lack performance criteria. Regular equity awards similarly lack performance vesting conditions. As such, the majority of CEO pay is not strongly performance-based. While the company will be introducing performance equity in 2018, it will constitute only a minority of LTI value. Also, without more detailed disclosure, investors are unable to assess the rigor of the new program.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Incyte Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511		6728029078	Confirmed	Auto-Instructed	04/16/2018	Auto-Approved	04/16/2018	5,050	5,050
Total Shares:								5,050	5,050

S&P Global Inc.

Meeting Date: 05/01/2018	Country: USA	Primary Security ID: 78409V104	Meeting ID: 1212937
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: SPGI	
Primary CUSIP: 78409V104	Primary ISIN: US78409V1044	Primary SEDOL: BYV2325	Proxy Level: 3
	Shares Voted: 60	Votable Shares: 60	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 60

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director William D. Green	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.3	Elect Director Charles E. Haldeman, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Stephanie C. Hill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director Rebecca Jacoby	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director Monique F. Leroux	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.7	Elect Director Maria R. Morris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

S&P Global Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Douglas L. Peterson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.9	Elect Director Michael Rake	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.10	Elect Director Edward B. Rust, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.11	Elect Director Kurt L. Schmoke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.12	Elect Director Richard E. Thornburgh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review, though some concerns are highlighted.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	60	60
Total Shares:							60	60

Eversource Energy

Meeting Date: 05/02/2018	Country: USA	Primary Security ID: 30040W108	Meeting ID: 1215945
Record Date: 03/06/2018	Meeting Type: Annual	Ticker: ES	
Primary CUSIP: 30040W108	Primary ISIN: US30040W1080	Primary SEDOL: BVVN4Q8	Proxy Level: 3
	Shares Voted: 2,030	Votable Shares: 2,030	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,030	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cotton M. Cleveland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Eversource Energy

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Sanford Cloud, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director James S. DiStasio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Francis A. Doyle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director James J. Judge	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director John Y. Kim	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director Kenneth R. Leibler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director William C. Van Faasen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.9	Elect Director Frederica M. Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.10	Elect Director Dennis R. Wraase	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance appear reasonably aligned at this time.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	2,030	2,030
Total Shares:							2,030	2,030

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Eversource Energy

Halozyne Therapeutics, Inc.

Meeting Date: 05/02/2018	Country: USA	Primary Security ID: 40637H109	Meeting ID: 1215058
Record Date: 03/08/2018	Meeting Type: Annual	Ticker: HALO	
Primary CUSIP: 40637H109	Primary ISIN: US40637H1095	Primary SEDOL: 2975098	Proxy Level: 3
	Shares Voted: 4,616	Votable Shares: 4,616	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,616

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jean-Pierre Bizzari	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director James M. Daly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, support for this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s):- Plan cost is excessive;- The plan allows for the problematic treatment of equity upon a CIC; and- The plan allows broad discretion to accelerate vesting.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	4,616	4,616
Total Shares:							4,616	4,616

PepsiCo, Inc.

Meeting Date: 05/02/2018	Country: USA	Primary Security ID: 713448108	Meeting ID: 1212631
Record Date: 03/01/2018	Meeting Type: Annual	Ticker: PEP	
Primary CUSIP: 713448108	Primary ISIN: US7134481081	Primary SEDOL: 2681511	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

PepsiCo, Inc.

Shares Voted: 2,618

Votable Shares: 2,618

*Shares on Loan: 0

Shares Instructed: 2,618

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shona L. Brown	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director George W. Buckley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Cesar Conde	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Ian M. Cook	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Dina Dublon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Richard W. Fisher	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director William R. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Indra K. Nooyi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director David C. Page	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Robert C. Pohlad	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Daniel Vasella	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Darren Walker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1m	Elect Director Alberto Weisser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The CEO's annual incentive payout determination utilizes considerable discretion and has produced the same above-target payout in each of the past three years. Nevertheless, the majority of her compensation is tied to multi-year performance goals and above-target payouts are substantiated by solid financial results. Continued shareholder monitoring is warranted.									
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	2,618	2,618
Total Shares:							2,618	2,618	

Planet Fitness, Inc.

Meeting Date: 05/02/2018	Country: USA	Primary Security ID: 72703H101	Meeting ID: 1215064
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: PLNT	
Primary CUSIP: 72703H101	Primary ISIN: US72703H1014	Primary SEDOL: BYSFJV8	Proxy Level: 3
	Shares Voted: 3,918	Votable Shares: 3,918	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 3,918	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christopher Rondeau	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Christopher Rondeau and Frances Rathke given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1.2	Elect Director Frances Rathke	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Christopher Rondeau and Frances Rathke given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Planet Fitness, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	3,918	3,918
Total Shares:							3,918	3,918

Prologis, Inc.

Meeting Date: 05/02/2018	Country: USA	Primary Security ID: 74340W103	Meeting ID: 1215515
Record Date: 03/06/2018	Meeting Type: Annual	Ticker: PLD	
Primary CUSIP: 74340W103	Primary ISIN: US74340W1036	Primary SEDOL: B44WZD7	Proxy Level: 3
	Shares Voted: 8,816	Votable Shares: 8,816	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 8,816

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Cristina G. Bitá	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director George L. Fotiadis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Lydia H. Kennard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Prologis, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director J. Michael Losh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Irving F. Lyons, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1g	Elect Director David P. O'Connor	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Olivier Piani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Jeffrey L. Skelton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1j	Elect Director Carl B. Webb	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1k	Elect Director William D. Zollars	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. However, shareholders should continue to monitor pay outcomes in light of the discretion involved in bonus payouts and the potential magnitude of the Outperformance Plan awards.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	8,816	8,816
Total Shares:							8,816	8,816

The Goldman Sachs Group, Inc.

Meeting Date: 05/02/2018	Country: USA	Primary Security ID: 38141G104	Meeting ID: 1215682
Record Date: 03/05/2018	Meeting Type: Annual	Ticker: GS	
Primary CUSIP: 38141G104	Primary ISIN: US38141G1040	Primary SEDOL: 2407966	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Goldman Sachs Group, Inc.

Shares Voted: 1,192

Votable Shares: 1,192

*Shares on Loan: 0

Shares Instructed: 1,192

Total Ballots: 2

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd C. Blankfein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director M. Michele Burns	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1c	Elect Director Mark A. Flaherty	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director William W. George	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director James A. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Ellen J. Kullman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Lakshmi N. Mittal	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Adebayo O. Ogunslesi	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director Peter Oppenheimer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director David A. Viniar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Mark O. Winkelman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. While informed by company performance assessments, key factors underlying pay decisions changed from the prior year, and award determinations are ultimately discretionary. However, the majority of variable pay to the CEO and most NEOs is delivered in performance awards tied to multi-year goals. Beginning with FY2017, equity granted to most NEOs is entirely performance-contingent. Continued shareholder monitoring is warranted as the awards target only median ROE performance, however.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against	
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- plan cost is excessive;- three-year average burn rate is excessive;- the plan allows for the problematic treatment of equity upon a CIC;- the plan permits liberal recycling of shares; and- the plan allows broad discretion to accelerate vesting.								
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.								
5	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted because additional disclosure of the company's memberships and expenditures on trade associations and tax-exempt organizations would help shareholders better assess the company's comprehensive public policy activities, as well as the risks and benefits associated with the company's participation in the public policy process.								
6	Amend Proxy Access Right	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed amendment would improve the company's existing proxy access right for shareholders.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	1,167	1,167
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	25	25
Total Shares:							1,192	1,192

The Hershey Company

Meeting Date: 05/02/2018	Country: USA	Primary Security ID: 427866108	Meeting ID: 1214678
Record Date: 03/05/2018	Meeting Type: Annual	Ticker: HSY	
Primary CUSIP: 427866108	Primary ISIN: US4278661081	Primary SEDOL: 2422806	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 100	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pamela M. Arway	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1.2	Elect Director James W. Brown	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Hershey Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Michele G. Buck	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.4	Elect Director Charles A. Davis	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.5	Elect Director Mary Kay Haben	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.6	Elect Director James C. Katzman	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.7	Elect Director M. Diane Koken	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.8	Elect Director Robert M. Malcolm	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.9	Elect Director Anthony J. Palmer	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.10	Elect Director Wendy L. Schoppert	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.11	Elect Director David L. Shedlarz	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted given that pay and performance are reasonably aligned at this time.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	100	100
Total Shares:							100	100

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Hershey Company

Wingstop Inc.

Meeting Date: 05/02/2018 **Country:** USA **Primary Security ID:** 974155103 **Meeting ID:** 1214688
Record Date: 03/13/2018 **Meeting Type:** Annual **Ticker:** WING

Primary CUSIP: 974155103 **Primary ISIN:** US9741551033 **Primary SEDOL:** BYYXHN4 **Proxy Level:** 3
Shares Voted: 2,641 **Votable Shares:** 2,641 ***Shares on Loan:** 0 **Shares Instructed:** 2,641
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kilandigalu (Kay) M. Madati	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Kilandigalu M. Madati and Charles R. Morrison given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Charles R. Morrison	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Kilandigalu M. Madati and Charles R. Morrison given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The CEO's equity awards and base salary are relatively large, seemingly driven by the company's reference to peer companies that are significantly larger in size. However, a significant portion of his equity award is performance contingent. In addition, this is the first equity grant made since the company's 2015 IPO. Shareholders should expect pay levels to normalize going forward. Higher annual incentive payouts are supported by improved financial performance.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/22/2018	Auto-Approved	04/22/2018	2,641	2,641
Total Shares:							2,641	2,641

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

BioTelemetry, Inc.

Meeting Date: 05/03/2018	Country: USA	Primary Security ID: 090672106	Meeting ID: 1215048
Record Date: 03/19/2018	Meeting Type: Annual	Ticker: BEAT	
Primary CUSIP: 090672106	Primary ISIN: US0906721065	Primary SEDOL: BCD7L64	Proxy Level: 3
	Shares Voted: 4,208	Votable Shares: 4,208	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,208

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Anthony J. Conti	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.2	Elect Director Kirk E. Gorman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	4,208	4,208
Total Shares:							4,208	4,208

Covanta Holding Corporation

Meeting Date: 05/03/2018	Country: USA	Primary Security ID: 22282E102	Meeting ID: 1215941
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: CVA	
Primary CUSIP: 22282E102	Primary ISIN: US22282E1029	Primary SEDOL: 2255778	Proxy Level: 3
	Shares Voted: 2,800	Votable Shares: 2,800	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,800

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David M. Barse	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Covanta Holding Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Ronald J. Broglio	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Peter C.B. Bynoe	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.4	Elect Director Linda J. Fisher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director Joseph M. Holsten	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.6	Elect Director Stephen J. Jones	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Danielle Pletka	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director Michael W. Ranger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Robert S. Silberman	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.10	Elect Director Jean Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.11	Elect Director Samuel Zell	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant issues were identified, and pay and performance are reasonably aligned at this time.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	2,800	2,800
Total Shares:							2,800	2,800

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Covanta Holding Corporation

Eastman Chemical Company

Meeting Date: 05/03/2018	Country: USA	Primary Security ID: 277432100	Meeting ID: 1214677
Record Date: 03/15/2018	Meeting Type: Annual	Ticker: EMN	
Primary CUSIP: 277432100	Primary ISIN: US2774321002	Primary SEDOL: 2298386	Proxy Level: 3
	Shares Voted: 751	Votable Shares: 751	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 751

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Humberto P. Alfonso	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed '25%' of the aggregate fees paid to the company's external auditor.</i>						
1.2	Elect Director Brett D. Begemann	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Michael P. Connors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.4	Elect Director Mark J. Costa	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director Stephen R. Demeritt	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed '25%' of the aggregate fees paid to the company's external auditor.</i>						
1.6	Elect Director Robert M. Hernandez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Julie F. Holder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director Renee J. Hornbaker	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed '25%' of the aggregate fees paid to the company's external auditor.</i>						
1.9	Elect Director Lewis M. Kling	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Eastman Chemical Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director James J. O'Brien	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed '25% of the aggregate fees paid to the company's external auditor.</i>							
1.11	Elect Director David W. Raisbeck	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to pay and performance being reasonably aligned at this time. Noted concerns include potential above-median benchmarking and single-trigger equity vesting acceleration.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblum Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/16/2018	Auto-Approved	04/16/2018	751	751
Total Shares:							751	751

Ecolab Inc.

Meeting Date: 05/03/2018	Country: USA	Primary Security ID: 278865100	Meeting ID: 1212616
Record Date: 03/06/2018	Meeting Type: Annual	Ticker: ECL	
Primary CUSIP: 278865100	Primary ISIN: US2788651006	Primary SEDOL: 2304227	Proxy Level: 3
Total Ballots: 1	Shares Voted: 290	Votable Shares: 290	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 290

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Barbara J. Beck	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Leslie S. Biller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Carl M. Casale	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Stephen I. Chazen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1f	Elect Director Jeffrey M. Ettinger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Arthur J. Higgins	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Michael Larson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director David W. MacLennan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Tracy B. McKibben	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Victoria J. Reich	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1m	Elect Director John J. Zillmer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify Pricewaterhouse Coopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance appear reasonably aligned at this time.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	Against	Against	Against		
Voting Policy Rationale: A vote AGAINST this proposal is warranted as the right could be unilaterally exercised by a single active shareholder.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	290	290
Total Shares:								290	290

Ferro Corporation

Meeting Date: 05/03/2018	Country: USA	Primary Security ID: 315405100	Meeting ID: 1215054
Record Date: 03/15/2018	Meeting Type: Annual	Ticker: FOE	
Primary CUSIP: 315405100	Primary ISIN: US3154051003	Primary SEDOL: 2335001	Proxy Level: 3
	Shares Voted: 5,881	Votable Shares: 5,881	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 5,881

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory E. Hyland	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.2	Elect Director David A. Lorber	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.3	Elect Director Marran H. Ogilvie	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.4	Elect Director Andrew M. Ross	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.5	Elect Director Allen A. Spizzo	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.6	Elect Director Peter T. Thomas	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Ferro Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Ronald P. Vargo	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	5,881	5,881
Total Shares:							5,881	5,881

Fluor Corporation

Meeting Date: 05/03/2018	Country: USA	Primary Security ID: 343412102	Meeting ID: 1208904
Record Date: 03/05/2018	Meeting Type: Annual	Ticker: FLR	
Primary CUSIP: 343412102	Primary ISIN: US3434121022	Primary SEDOL: 2696838	Proxy Level: 3
	Shares Voted: 70	Votable Shares: 70	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 70	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter K. Barker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1B	Elect Director Alan M. Bennett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1C	Elect Director Rosemary T. Berkery	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1D	Elect Director Peter J. Fluor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Fluor Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1E	Elect Director James T. Hackett	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1F	Elect Director Samuel J. Locklear, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1G	Elect Director Deborah D. McWhinney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1H	Elect Director Armando J. Olivera	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1I	Elect Director Matthew K. Rose	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1J	Elect Director David T. Seaton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1K	Elect Director Nader H. Sultan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1L	Elect Director Lynn C. Swann	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Adopt Quantitative Company-wide GHG Goals	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions, GHG reduction goals, and oversight mechanisms for reduction activities would allow shareholders to better assess the company's climate change management and related risks.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	70	70
Total Shares:							70	70

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Huntsman Corporation

Meeting Date: 05/03/2018	Country: USA	Primary Security ID: 447011107	Meeting ID: 1214973
Record Date: 03/09/2018	Meeting Type: Annual	Ticker: HUN	
Primary CUSIP: 447011107	Primary ISIN: US4470111075	Primary SEDOL: B0650B9	Proxy Level: 3
	Shares Voted: 10	Votable Shares: 10	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 10

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter R. Huntsman	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.2	Elect Director Nolan D. Archibald	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.3	Elect Director Mary C. Beckerle	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.4	Elect Director M. Anthony Burns	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.5	Elect Director Daniele Ferrari	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.6	Elect Director Robert J. Margetts	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.7	Elect Director Wayne A. Reaud	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Huntsman Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblum Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	10	10
Total Shares:							10	10

Oasis Petroleum Inc.

Meeting Date: 05/03/2018	Country: USA	Primary Security ID: 674215108	Meeting ID: 1220366
Record Date: 03/08/2018	Meeting Type: Annual	Ticker: OAS	
Primary CUSIP: 674215108	Primary ISIN: US6742151086	Primary SEDOL: B64R5J2	Proxy Level: 3
Shares Voted: 14,683		Votable Shares: 14,683	*Shares on Loan: 0
Total Ballots: 2		Voting Policy: UUA	Shares Instructed: 14,683

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William J. Cassidy	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.2	Elect Director Taylor L. Reid	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.3	Elect Director Bobby S. Shackouls	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed increase in authorized shares of common stock is reasonable.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Oasis Petroleum Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	14,590	14,590
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	93	93
Total Shares:							14,683	14,683

Valero Energy Corporation

Meeting Date: 05/03/2018	Country: USA	Primary Security ID: 91913Y100	Meeting ID: 1214152
Record Date: 03/06/2018	Meeting Type: Annual	Ticker: VLO	
Primary CUSIP: 91913Y100	Primary ISIN: US91913Y1001	Primary SEDOL: 2041364	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director H. Paulett Eberhart	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1B	Elect Director Joseph W. Gorder	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1C	Elect Director Kimberly S. Greene	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1D	Elect Director Deborah P. Majoras	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1E	Elect Director Donald L. Nickles	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1F	Elect Director Philip J. Pfeiffer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1G	Elect Director Robert A. Profusek	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1H	Elect Director Stephen M. Waters	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Valero Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1I	Elect Director Randall J. Weisenburger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1J	Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Remove Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the removal of the supermajority vote requirement enhances shareholder rights.</i>							
5	Provide Right to Act by Written Consent	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The right to act by written consent is a powerful tool for shareholders and is generally considered good governance.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	100	100
Total Shares:							100	100

Verizon Communications Inc.

Meeting Date: 05/03/2018	Country: USA	Primary Security ID: 92343V104	Meeting ID: 1213101
Record Date: 03/05/2018	Meeting Type: Annual	Ticker: VZ	
Primary CUSIP: 92343V104	Primary ISIN: US92343V1044	Primary SEDOL: 2090571	Proxy Level: 3
Shares Voted: 4,720		Votable Shares: 4,720	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 4,720

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Mark T. Bertolini	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Richard L. Carrion	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director M. Frances Keeth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director Lowell C. McAdam	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director Rodney E. Slater	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.9	Elect Director Kathryn A. Tesija	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Gregory D. Wasson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.11	Elect Director Gregory G. Weaver	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify Ernst & Young as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						
4	Amend Bylaws -- Call Special Meetings	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</i>						
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association memberships and payments, and oversight mechanisms would benefit shareholders in assessing its management of related risks.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
7	Assess Feasibility of Cyber Security and Data Privacy as a Performance Measure for Senior Executive Compensation	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Incorporating cyber security and data privacy metrics as performance measures of senior executive compensation would serve to further incentivize executives to ensure that company performance on these considerations, alongside financial factors, is appropriately aligned with management's interests, the firm's stated commitments to maintaining strong privacy and security protections, and long-term corporate strategy.</i>							
8	Clawback of Incentive Payments	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding any recoupments. Such disclosure would benefit shareholders.</i>							
9	Eliminate Above-Market Earnings in Executive Retirement Plans	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the proposal is narrowly tailored to eliminate a fringe benefit that is not a best practice. Although NEOs' above-market earnings represent a small portion of total compensation, they increase the expense of retirement programs to shareholders. Further, above-market earnings are not a performance-based element of compensation and the practice provides a benefit to executives which is not available to the broader employee population.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	4,720	4,720
Total Shares:							4,720	4,720

WEC Energy Group, Inc.

Meeting Date: 05/03/2018	Country: USA	Primary Security ID: 92939U106	Meeting ID: 1214907
Record Date: 02/22/2018	Meeting Type: Annual	Ticker: WEC	
Primary CUSIP: 92939U106	Primary ISIN: US92939U1060	Primary SEDOL: BYY8XK8	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 100	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John F. Bergstrom	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

WEC Energy Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Barbara L. Bowles	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director William J. Brodsky	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Albert J. Budney, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director Patricia W. Chadwick	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.6	Elect Director Curt S. Culver	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Danny L. Cunningham	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director William M. Farrow, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.9	Elect Director Thomas J. Fischer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.10	Elect Director Gale E. Klappa	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.11	Elect Director Henry W. Kneuppel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.12	Elect Director Allen L. Leverett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.13	Elect Director Ulice Payne, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.14	Elect Director Mary Ellen Stanek	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

WEC Energy Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. However, shareholders should monitor pay decisions given the recent CEO change at the company.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243		6728029075	Confirmed	Auto-Instructed	04/16/2018	Auto-Approved	04/16/2018	100	100
Total Shares:								100	100

AbbVie Inc.

Meeting Date: 05/04/2018	Country: USA	Primary Security ID: 00287Y109	Meeting ID: 1213174
Record Date: 03/07/2018	Meeting Type: Annual	Ticker: ABBV	
Primary CUSIP: 00287Y109	Primary ISIN: US00287Y1091	Primary SEDOL: B92SR70	Proxy Level: 3
Shares Voted: 380		Votable Shares: 380	*Shares on Loan: 0
Total Ballots: 2		Voting Policy: UUA	Shares Instructed: 380

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roxanne S. Austin	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1.2	Elect Director Richard A. Gonzalez	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i></p>							
1.3	Elect Director Rebecca B. Roberts	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i></p>							
1.4	Elect Director Glenn F. Tilton	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i></p>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that pay and performance are reasonably aligned at this time.</i></p>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

AbbVie Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
5	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance board accountability to shareholders, and the resubmission of this proposal to a vote after it failed the past two years demonstrates a commitment to shareholders' interests on the part of management.</i>							
6	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that eliminating the supermajority vote requirement will enable shareholders to have a meaningful voice in various board and corporate transactions that impact their rights.</i>							
7	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association memberships and payments, and oversight mechanisms would benefit shareholders in assessing its management of related risks.</i>							
8	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
9	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the scope of the proposal, the company's current use of incentive program metrics that may be impacted by drug pricing, and the lack of comprehensive disclosure describing how risks related to public concern over drug pricing increases are taken into consideration in executive compensation programs.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/22/2018	Auto-Approved	04/22/2018	280	280
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/22/2018	Auto-Approved	04/22/2018	100	100
Total Shares:							380	380

CMS Energy Corporation

Meeting Date: 05/04/2018	Country: USA	Primary Security ID: 125896100	Meeting ID: 1214674
Record Date: 03/06/2018	Meeting Type: Annual	Ticker: CMS	
Primary CUSIP: 125896100	Primary ISIN: US1258961002	Primary SEDOL: 2219224	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

CMS Energy Corporation

Shares Voted: 8,400

Votable Shares: 8,400

*Shares on Loan: 0

Shares Instructed: 8,400

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jon E. Barfield	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Deborah H. Butler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Kurt L. Darrow	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Stephen E. Ewing	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director William D. Harvey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Patricia K. Poppe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director John G. Russell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Myrna M. Soto	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director John G. Sznewajski	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Laura H. Wright	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Report on Political Contributions	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure of the company's political contributions, including payments to trade associations, would give shareholders a more comprehensive understanding of the company's political engagement activities and its management of related risks.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

CMS Energy Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	8,400	8,400
Total Shares:							8,400	8,400

Dover Corporation

Meeting Date: 05/04/2018	Country: USA	Primary Security ID: 260003108	Meeting ID: 1215053
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: DOV	
Primary CUSIP: 260003108	Primary ISIN: US2600031080	Primary SEDOL: 2278407	Proxy Level: 3
Shares Voted: 340		Votable Shares: 340	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 340

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter T. Francis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Kristiane C. Graham	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Michael F. Johnston	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Richard K. Lochridge	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Eric A. Spiegel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Richard J. Tobin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Stephen M. Todd	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Stephen K. Wagner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Keith E. Wandell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Dover Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Mary A. Winston	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Eliminate Supermajority Vote Requirement to Amend Article 15 of the Charter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i>							
5	Eliminate Supermajority Vote Requirement to Amend Article 16 of the Charter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	340	340
Total Shares:							340	340

ManpowerGroup Inc.

Meeting Date: 05/04/2018	Country: USA	Primary Security ID: 56418H100	Meeting ID: 1209765
Record Date: 02/23/2018	Meeting Type: Annual	Ticker: MAN	
Primary CUSIP: 56418H100	Primary ISIN: US56418H1005	Primary SEDOL: 2562490	Proxy Level: 3
Shares Voted: 980		Votable Shares: 980	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 980	
Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Gina R. Boswell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1B	Elect Director Cari M. Dominguez	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

ManpowerGroup Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1C	Elect Director William Downe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1D	Elect Director John F. Ferraro	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1E	Elect Director Patricia Hemingway Hall	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1F	Elect Director Julie M. Howard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1G	Elect Director Ulice Payne, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1H	Elect Director Jonas Prising	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1I	Elect Director Paul Read	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1J	Elect Director Elizabeth P. Sartain	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1K	Elect Director Michael J. Van Handel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1L	Elect Director John R. Walter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/22/2018	Auto-Approved	04/22/2018	980	980
Total Shares:							980	980

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

ManpowerGroup Inc.

Marriott International, Inc.

Meeting Date: 05/04/2018	Country: USA	Primary Security ID: 571903202	Meeting ID: 1221872
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: MAR	

Primary CUSIP: 571903202	Primary ISIN: US5719032022	Primary SEDOL: 2210614	Proxy Level: 4
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Shares Voted: 48	Votable Shares: 48	*Shares on Loan: 0	Shares Instructed: 48
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Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J.W. Marriott, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director Mary K. Bush	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.3	Elect Director Bruce W. Duncan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Deborah Marriott Harrison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director Frederick A. 'Fritz' Henderson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director Eric Hippeau	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Lawrence W. Kellner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director Debra L. Lee	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.9	Elect Director Aylwin B. Lewis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director George Munoz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.11	Elect Director Steven S. Reinemund	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Marriott International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director W. Mitt Romney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.13	Elect Director Susan C. Schwab	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.14	Elect Director Arne M. Sorenson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: After a review of the company's compensation program and practices, pay and performance are reasonably aligned at this time; therefore, a vote FOR this proposal is warranted.</i>							
4	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to call special meetings would enhance shareholder rights. Shareholder approval of this proposal would result in the immediate provision of the right to call special meetings with a 25-percent threshold. A shareholder proposal on ballot (Item 5) requests the provision of the right with a 15-percent threshold, which shareholders may view as a more favorable threshold given the company's current ownership threshold.</i>							
5	Amend Bylaws -- Call Special Meetings	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. This shareholder presented proposal includes a 15 percent ownership threshold with no other restrictions. This proposal would also represent an enhancement to shareholder rights, as shareholders do not currently have the right to call special meetings.</i>							
6	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	48	48
Total Shares:							48	48

Occidental Petroleum Corporation

Meeting Date: 05/04/2018	Country: USA	Primary Security ID: 674599105	Meeting ID: 1215063
Record Date: 03/09/2018	Meeting Type: Annual	Ticker: OXY	
Primary CUSIP: 674599105	Primary ISIN: US6745991058	Primary SEDOL: 2655408	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Occidental Petroleum Corporation

Shares Voted: 4,249

Votable Shares: 4,249

*Shares on Loan: 0

Shares Instructed: 4,249

Total Ballots: 2

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Spencer Abraham	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1b	Elect Director Howard I. Atkins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Eugene L. Batchelder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director John E. Feick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Margaret M. Foran	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Carlos M. Gutierrez	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director Vicki Hollub	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director William R. Klesse	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Jack B. Moore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Avedick B. Poladian	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Elisse B. Walter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Occidental Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	4,140	4,140
Socially Responsible Investing, 020407420243		6728029075	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	109	109
Total Shares:								4,249	4,249

Surgery Partners, Inc.

Meeting Date: 05/04/2018	Country: USA	Primary Security ID: 86881A100	Meeting ID: 1229511
Record Date: 03/23/2018	Meeting Type: Annual	Ticker: SGRY	
Primary CUSIP: 86881A100	Primary ISIN: US86881A1007	Primary SEDOL: BYTC1B2	Proxy Level: 3
Total Ballots: 1	Shares Voted: 9,127	Votable Shares: 9,127	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 9,127

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1.1	Elect Director Christopher Gordon	Mgmt	Yes	For	Withhold	Withhold	Withhold	
Voting Policy Rationale: The nominee is non-independent and sits on a key committee. The board is not majority independent. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.								
1.2	Elect Director Clifford G. Adlerz	Mgmt	Yes	For	Withhold	Withhold	Withhold	
Voting Policy Rationale: The board is not majority independent. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.								
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.								
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/25/2018	Auto-Approved	04/25/2018	9,127	9,127
Total Shares:							9,127	9,127

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Surgery Partners, Inc.

The Brink's Company

Meeting Date: 05/04/2018	Country: USA	Primary Security ID: 109696104	Meeting ID: 1213176
Record Date: 03/01/2018	Meeting Type: Annual	Ticker: BCO	
Primary CUSIP: 109696104	Primary ISIN: US1096961040	Primary SEDOL: 2691305	Proxy Level: 3
	Shares Voted: 2,134	Votable Shares: 2,134	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,134

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul G. Boynton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director Ian D. Clough	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Susan E. Docherty	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Reginald D. Hedgebeth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director Dan R. Henry	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director Michael J. Herling	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Douglas A. Pertz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director George I. Stoeckert	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Brink's Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Ratify Deloitte and Touche LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412		6728029085	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	2,134	2,134
Total Shares:								2,134	2,134

Eli Lilly and Company

Meeting Date: 05/07/2018	Country: USA	Primary Security ID: 532457108	Meeting ID: 1212990
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: LLY	
Primary CUSIP: 532457108	Primary ISIN: US5324571083	Primary SEDOL: 2516152	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine Baicker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director J. Erik Fyrwald	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Jamere Jackson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Ellen R. Marram	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. A vote AGAINST governance committee member Ellen Marram is warranted for a material governance failure. The company's charter does not allow shareholders to amend the company's bylaws.</i>							
1e	Elect Director Jackson P. Tai	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that pay and performance are reasonably aligned at this time.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Eli Lilly and Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Declassifying the board will enhance board accountability to shareholders, and the board's resubmission of this proposal demonstrates a commitment to shareholders' interests on the part of management.</i>							
5	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Eliminating the 80 percent supermajority voting requirements will enable shareholders to have a meaningful voice in various board and corporate transactions that impact their rights, thus enhancing the company's corporate governance structure. Further, by resubmitting this proposal after it failed to pass in prior years, the company is demonstrating a commitment to shareholders' interests.</i>							
6	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
7	Support the Descheduling of Cannabis	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the issue is more effectively dealt with through legislation or regulation.</i>							
8	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure on the company's lobbying and trade association activities, including management-level oversight, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>							
9	Report on Policies and Practices Regarding Contract Animal Laboratories	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because:- Given the company's existing policies and disclosures, adopting the proposal should not be an unduly burdensome endeavor; and- Greater transparency on policies and practices regarding contract animal laboratories should benefit shareholders. The report would also serve to solidify the company's commitment to upholding high standards for ethical animal treatment.</i>							
10	Report on Integrating Drug Pricing Risks into Incentive Compensation Plans	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the scope of the proposal, the company's current use of incentive program metrics for which results may be impacted by drug pricing, and the lack of comprehensive disclosure describing how risks related to public concern over drug pricing increases are taken into consideration in executive compensation programs.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	100	100
Total Shares:							100	100

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

International Paper Company

Meeting Date: 05/07/2018	Country: USA	Primary Security ID: 460146103	Meeting ID: 1222842
Record Date: 03/13/2018	Meeting Type: Annual	Ticker: IP	
Primary CUSIP: 460146103	Primary ISIN: US4601461035	Primary SEDOL: 2465254	Proxy Level: 3
	Shares Voted: 670	Votable Shares: 670	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 670

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David J. Bronczek	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director William J. Burns	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Christopher M. Connor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Ahmet C. Dorduncu	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director Ilene S. Gordon	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1f	Elect Director Jacqueline C. Hinman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Jay L. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Clinton A. Lewis, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Kathryn D. Sullivan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Mark S. Sutton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director J. Steven Whisler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Ray G. Young	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

International Paper Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as decreasing the ownership threshold required to call a special meeting from 20 percent to 10 percent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	670	670
Total Shares:							670	670

Pitney Bowes Inc.

Meeting Date: 05/07/2018	Country: USA	Primary Security ID: 724479100	Meeting ID: 1215688
Record Date: 03/09/2018	Meeting Type: Annual	Ticker: PBI	
Primary CUSIP: 724479100	Primary ISIN: US7244791007	Primary SEDOL: 2690506	Proxy Level: 3
	Shares Voted: 710	Votable Shares: 710	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 710	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda G. Alvarado	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Anne M. Busquet	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Roger Fradin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Anne Sutherland Fuchs	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Pitney Bowes Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director S. Douglas Hutcheson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Marc B. Lautenbach	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Eduardo R. Menasce	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Michael I. Roth	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director Linda S. Sanford	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1j	Elect Director David L. Shedlarz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1k	Elect Director David B. Snow, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/25/2018	Auto-Approved	04/25/2018	710	710
Total Shares:							710	710

3M Company

Meeting Date: 05/08/2018	Country: USA	Primary Security ID: 88579Y101	Meeting ID: 1201374
Record Date: 03/13/2018	Meeting Type: Annual	Ticker: MMM	
Primary CUSIP: 88579Y101	Primary ISIN: US88579Y1010	Primary SEDOL: 2595708	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

3M Company

Shares Voted: 1,252

Votable Shares: 1,252

*Shares on Loan: 0

Shares Instructed: 1,252

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sondra L. Barbour	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Thomas 'Tony' K. Brown	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director David B. Dillon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Michael L. Eskew	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Herbert L. Henkel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Amy E. Hood	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Muhtar Kent	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Edward M. Liddy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Michael F. Roman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Inge G. Thulin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1l	Elect Director Patricia A. Woertz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

3M Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted about certain perquisites, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Amend Bylaws -- Call Special Meetings	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call a special meeting.</i>							
5	Consider Pay Disparity Between Executives and Other Employees	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons:- Consideration of pay grades and/or salary ranges of all classification of company employees when setting target amounts for CEO compensation would serve to further eliminate excessive pay disparities.- Excessive pay disparities could pose risks to long-term shareholder value, and impact employee morale as well as a company's standing in the communities in which it operates.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	1,252	1,252
Total Shares:							1,252	1,252

Albemarle Corporation

Meeting Date: 05/08/2018	Country: USA	Primary Security ID: 012653101	Meeting ID: 1218488
Record Date: 03/08/2018	Meeting Type: Annual	Ticker: ALB	
Primary CUSIP: 012653101	Primary ISIN: US0126531013	Primary SEDOL: 2046853	Proxy Level: 3
	Shares Voted: 530	Votable Shares: 530	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 530	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
2a	Elect Director Mary Lauren Brias	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2b	Elect Director William H. Hernandez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2c	Elect Director Luther C. Kissam, IV	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Albemarle Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2d	Elect Director Douglas L. Maine	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2e	Elect Director J. Kent Masters	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2f	Elect Director James J. O'Brien	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2g	Elect Director Diarmuid B. O'Connell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2h	Elect Director Dean L. Seavers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2i	Elect Director Gerald A. Steiner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2j	Elect Director Harriett Tee Taggart	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2k	Elect Director Alejandro Wolff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
3	Adopt Majority Vote to Approve Extraordinary Transactions	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	530	530
Total Shares:							530	530

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Alexion Pharmaceuticals, Inc.

Meeting Date: 05/08/2018	Country: USA	Primary Security ID: 015351109	Meeting ID: 1218521
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: ALXN	
Primary CUSIP: 015351109	Primary ISIN: US0153511094	Primary SEDOL: 2036070	Proxy Level: 3
	Shares Voted: 4,400	Votable Shares: 4,400	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,400

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Felix J. Baker	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.2	Elect Director David R. Brennan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.3	Elect Director Christopher J. Coughlin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.4	Elect Director Deborah Dunsire	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.5	Elect Director Paul Friedman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.6	Elect Director Ludwig N. Hantson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.7	Elect Director John T. Mollen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.8	Elect Director Francois Nader	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.9	Elect Director Judith Reinsdorf	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.10	Elect Director Andreas Rummelt	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Alexion Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Voting Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction			
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against			
Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company did not prorate the new CEO's above-target annual incentive for his partial year on the rationale that he did not receive sign-on compensation. However, the CEO's equity awards are relatively large, seemingly driven by the company's reference to peer companies that are significantly larger in size. Also, more specific disclosure of strategic goals and results would be beneficial for shareholders.										
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For			
Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.										
Ballot Details										
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status		Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511		6728029078	Confirmed		Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	4,400	4,400
Total Shares:									4,400	4,400

Baxter International Inc.

Meeting Date: 05/08/2018	Country: USA	Primary Security ID: 071813109	Meeting ID: 1215939
Record Date: 03/15/2018	Meeting Type: Annual	Ticker: BAX	
Primary CUSIP: 071813109	Primary ISIN: US0718131099	Primary SEDOL: 2085102	Proxy Level: 3
	Shares Voted: 1,581	Votable Shares: 1,581	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,581	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose (Joe) E. Almeida	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Thomas F. Chen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director John D. Forsyth	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director James R. Gavin, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Peter S. Hellman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Baxter International Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Munib Islam	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Michael F. Mahoney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Stephen N. Oesterle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Carole J. Shapazian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Cathy R. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Thomas T. Stallkamp	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Albert P.L. Stroucken	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Concerns with respect to the structure of the annual and long-term incentive programs notwithstanding, CEO pay appears to be reasonably aligned with company performance for the year under review.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would afford shareholders an additional means to act between annual meetings, thus enhancing shareholder rights.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	1,581	1,581
Total Shares:							1,581	1,581

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Charles River Laboratories International, Inc.

Meeting Date: 05/08/2018	Country: USA	Primary Security ID: 159864107	Meeting ID: 1218906
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: CRL	
Primary CUSIP: 159864107	Primary ISIN: US1598641074	Primary SEDOL: 2604336	Proxy Level: 3
	Shares Voted: 1,536	Votable Shares: 1,536	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,536

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. Foster	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.2	Elect Director Robert Bertolini	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.3	Elect Director Stephen D. Chubb	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.4	Elect Director Deborah T. Kochevar	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.5	Elect Director Martin W. Mackay	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.6	Elect Director Jean-Paul Mangeolle	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.7	Elect Director George E. Massaro	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.8	Elect Director George M. Milne, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.9	Elect Director C. Richard Reese	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.10	Elect Director Craig B. Thompson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.11	Elect Director Richard F. Wallman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Charles River Laboratories International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is identified, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	1,536	1,536
Total Shares:							1,536	1,536

Cummins Inc.

Meeting Date: 05/08/2018	Country: USA	Primary Security ID: 231021106	Meeting ID: 1216593
Record Date: 03/06/2018	Meeting Type: Annual	Ticker: CMI	
Primary CUSIP: 231021106	Primary ISIN: US2310211063	Primary SEDOL: 2240202	Proxy Level: 3
	Shares Voted: 558	Votable Shares: 558	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 558	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director N. Thomas Linebarger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Elect Director Richard J. Freeland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
3	Elect Director Robert J. Bernhard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
4	Elect Director Franklin R. Chang Diaz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Cummins Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Elect Director Bruno V. Di Leo Allen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
6	Elect Director Stephen B. Dobbs	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
7	Elect Director Robert K. Herdman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
8	Elect Director Alexis M. Herman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
9	Elect Director Thomas J. Lynch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
10	Elect Director William I. Miller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
11	Elect Director Georgia R. Nelson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
12	Elect Director Karen H. Quintos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						
14	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
15	Amend Charter to Allow Shareholders to Amend Bylaws	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide shareholders with the fundamental right to amend the bylaws.</i>						
16	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call a special meeting.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	558	558

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Cummins Inc.

Total Shares: **558** **558**

National Instruments Corporation

Meeting Date: 05/08/2018 **Country:** USA **Primary Security ID:** 636518102 **Meeting ID:** 1218920
Record Date: 03/09/2018 **Meeting Type:** Annual **Ticker:** NATI

Primary CUSIP: 636518102 **Primary ISIN:** US6365181022 **Primary SEDOL:** 2645078 **Proxy Level:** 3

Shares Voted: 444 **Votable Shares:** 444 ***Shares on Loan:** 0 **Shares Instructed:** 444

Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles J. Roesslein	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>							
1.2	Elect Director Duy-Loan T. Le	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>							
1.3	Elect Director Gerhard P. Fettweis	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The new CEO received a sizeable equity award that completely lacks performance-vesting criteria. Further, there is no disclosure of performance goals under the short-term incentive program.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/25/2018	Auto-Approved	04/25/2018	444	444
Total Shares:							444	444

NiSource Inc.

Meeting Date: 05/08/2018 **Country:** USA **Primary Security ID:** 65473P105 **Meeting ID:** 1222309
Record Date: 03/13/2018 **Meeting Type:** Annual **Ticker:** NI

Primary CUSIP: 65473P105 **Primary ISIN:** US65473P1057 **Primary SEDOL:** 2645409 **Proxy Level:** 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

NiSource Inc.

Total Ballots: 1 **Shares Voted:** 750 **Votable Shares:** 750 ***Shares on Loan:** 0 **Shares Instructed:** 750
Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter A. Altabef	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director Eric L. Butler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Aristides S. Candris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Wayne S. DeVeydt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director Joseph Hamrock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director Deborah A. Henretta	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.7	Elect Director Michael E. Jesanis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director Kevin T. Kabat	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Richard L. Thompson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Carolyn Y. Woo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

NiSource Inc.

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	750	750
Total Shares:							750	750

OraSure Technologies, Inc.

Meeting Date: 05/08/2018	Country: USA	Primary Security ID: 68554V108	Meeting ID: 1219451
Record Date: 03/15/2018	Meeting Type: Annual	Ticker: OSUR	
Primary CUSIP: 68554V108	Primary ISIN: US68554V1089	Primary SEDOL: 2318790	Proxy Level: 3
Shares Voted: 5,122		Votable Shares: 5,122	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 5,122

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael Celano	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Charles W. Patrick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although certain concerns are identified, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	5,122	5,122
Total Shares:							5,122	5,122

Prudential Financial, Inc.

Meeting Date: 05/08/2018	Country: USA	Primary Security ID: 744320102	Meeting ID: 1215066
Record Date: 03/09/2018	Meeting Type: Annual	Ticker: PRU	
Primary CUSIP: 744320102	Primary ISIN: US7443201022	Primary SEDOL: 2819118	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Prudential Financial, Inc.

Shares Voted: 1,434

Votable Shares: 1,434

*Shares on Loan: 0

Shares Instructed: 1,434

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas J. Baltimore, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Gilbert F. Casellas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Mark B. Grier	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Martina Hund-Mejean	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director Karl J. Krapek	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director Peter R. Lighte	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director George Paz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director Sandra Pianalto	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.9	Elect Director Christine A. Poon	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.10	Elect Director Douglas A. Scovanner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.11	Elect Director John R. Strangfeld	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.12	Elect Director Michael A. Todman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Prudential Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted as pay and performance are reasonably aligned at this time.									
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	1,434	1,434
Total Shares:								1,434	1,434

American International Group, Inc.

Meeting Date: 05/09/2018	Country: USA	Primary Security ID: 026874784	Meeting ID: 1217607
Record Date: 03/19/2018	Meeting Type: Annual	Ticker: AIG	
Primary CUSIP: 026874784	Primary ISIN: US0268747849	Primary SEDOL: 2027342	Proxy Level: 3
	Shares Voted: 85	Votable Shares: 85	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 85

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Don Cornwell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Brian Duperreault	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director John H. Fitzpatrick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director William G. Jurgensen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Christopher S. Lynch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Henry S. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

American International Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Linda A. Mills	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Ronald A. Rittenmeyer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1j	Elect Director Douglas M. Steenland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1k	Elect Director Theresa M. Stone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Amid a period of relative underperformance, short- and long-term incentive awards were modified to weaken their performance basis: the annual incentive now contains a significant individual performance component, time-vested RSUs were introduced, and PSUs, which are subject to non-rigorous goals, no longer include an additional time-vesting element. Further, the newly hired CEO's sizeable make-whole award was paid in cash, without performance or time-vesting conditions, and other NEOs received sizeable, time-vested retention RSUs.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	85	85
Total Shares:							85	85

CME Group Inc.

Meeting Date: 05/09/2018	Country: USA	Primary Security ID: 12572Q105	Meeting ID: 1201018
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: CME	
Primary CUSIP: 12572Q105	Primary ISIN: US12572Q1058	Primary SEDOL: 2965839	Proxy Level: 3

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

CME Group Inc.

Total Ballots: 1 **Shares Voted:** 67 **Votable Shares:** 67 ***Shares on Loan:** 0 **Shares Instructed:** 67
Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Timothy S. Bitsberger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Charles P. Carey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Dennis H. Chookaszian	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director Ana Dutra	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Martin J. Gepsman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Larry G. Gerdes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Daniel R. Glickman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Deborah J. Lucas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Alex J. Pollock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Terry L. Savage	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director William R. Shepard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1m	Elect Director Howard J. Siegel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

CME Group Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1n	Elect Director Dennis A. Suskind	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.									
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although certain concerns are highlighted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243		6728029075	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	67	67
Total Shares:								67	67

Enbridge Inc.

Meeting Date: 05/09/2018	Country: Canada	Primary Security ID: 29250N105	Meeting ID: 1200565
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: ENB	
Primary CUSIP: 29250N105	Primary ISIN: CA29250N1050	Primary SEDOL: 2466149	Proxy Level: 3
	Shares Voted: 125	Votable Shares: 125	*Shares on Loan: 0
			Shares Instructed: 125
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pamela L. Carter	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes for CEO Al Monaco are warranted for the following reasons:- Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks.- CEO Al Monaco, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders, should be held accountable for poor board and management oversight of ESG risk exposures at the firm. WITHHOLD votes for incumbent Nominating Committee members Pamela (Pam) Carter, Marcel Coutu, Michael Phelps and Dan Tutcher are further warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.</i>							
1.2	Elect Director Clarence P. Cazalot, Jr.	Mgmt	Yes	For	For	For	For
1.3	Elect Director Marcel R. Coutu	Mgmt	Yes	For	For	Withhold	Withhold
1.4	Elect Director Gregory L. Ebel	Mgmt	Yes	For	For	For	For
1.5	Elect Director J. Herb England	Mgmt	Yes	For	For	For	For
1.6	Elect Director Charles W. Fischer	Mgmt	Yes	For	For	For	For

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Enbridge Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director V. Maureen Kempston Darkes	Mgmt	Yes	For	For	For	For
1.8	Elect Director Michael McShane	Mgmt	Yes	For	For	For	For
1.9	Elect Director Al Monaco	Mgmt	Yes	For	For	Withhold	Withhold
1.10	Elect Director Michael E.J. Phelps	Mgmt	Yes	For	For	Withhold	Withhold
1.11	Elect Director Dan C. Tutcher	Mgmt	Yes	For	For	Withhold	Withhold
1.12	Elect Director Catherine L. Williams	Mgmt	Yes	For	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (14 percent) were reasonable relative to total fees paid to the auditor.

3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
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Voting Policy Rationale: Vote FOR this non-binding advisory vote. The quantitative pay-for-performance screen has identified a Medium concern. After balancing- 2017 saw a decline in all regular pay components- The board has discretionally reduced the Corporate Performance Multiplier in the bonus scheme- CEO is the only executive among NEOs whom the board has linked the one-time Integration and Synergy Incentive award to performance.- 40% of the one-time merger-related awards are linked to future share price though the use of RSUs- PSU weightings will be increased to 60% in 2018- Any increase in 2018 pay resulting from benchmarking with the new peer group will be expressed through at-risk pay components. Against- Increasing CEO pay over the last 5 years, even before the merger- Shareholder return does not exhibit a similar trend as CEO pay- In 2017, the board has allocated the annualized value of performance-based options to time-based options, removing any performance linkage, boosting the proportion of time-based awards significantly in the year of the merger. The Medium concern level is maintained at this time. However, monitoring will be maintained on the shareholder experience and the design of the new pay regime.

4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
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Voting Policy Rationale: A vote FOR the adoption of an ANNUAL Management Say on Pay proposal is warranted.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/25/2018	Auto-Approved	04/25/2018	125	125
Total Shares:							125	125

Nutrisystem, Inc.

Meeting Date: 05/09/2018	Country: USA	Primary Security ID: 67069D108	Meeting ID: 1216863
Record Date: 03/14/2018	Meeting Type: Annual	Ticker: NTRI	
Primary CUSIP: 67069D108	Primary ISIN: US67069D1081	Primary SEDOL: 2620398	Proxy Level: 3

**Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.*

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Nutrisystem, Inc.

Shares Voted: 2,065

Votable Shares: 2,065

*Shares on Loan: 0

Shares Instructed: 2,065

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert F. Bernstock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Paul Guyardo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Michael J. Hagan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Jay Herratti	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director Michael D. Mangan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director Brian P. Tierney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director Andrea M. Weiss	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.8	Elect Director Dawn M. Zier	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	2,065	2,065
Total Shares:							2,065	2,065

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

TTM Technologies, Inc.

Meeting Date: 05/09/2018	Country: USA	Primary Security ID: 87305R109	Meeting ID: 1219044
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: TTMI	
Primary CUSIP: 87305R109	Primary ISIN: US87305R1095	Primary SEDOL: 2635659	Proxy Level: 3
	Shares Voted: 11,356	Votable Shares: 11,356	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 11,356	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rex D. Geveden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director Robert E. Klatell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director John G. Mayer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonable aligned and no significant concerns were identified at this time.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	11,356	11,356
Total Shares:							11,356	11,356

Xylem Inc.

Meeting Date: 05/09/2018	Country: USA	Primary Security ID: 98419M100	Meeting ID: 1217956
Record Date: 03/13/2018	Meeting Type: Annual	Ticker: XYL	
Primary CUSIP: 98419M100	Primary ISIN: US98419M1009	Primary SEDOL: B3P2CN8	Proxy Level: 3
	Shares Voted: 1,870	Votable Shares: 1,870	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,870	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	Yes	For	For	For	For

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Xylem Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Curtis J. Crawford	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Patrick K. Decker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Robert F. Friel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Victoria D. Harker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Sten E. Jakobsson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Steven R. Loranger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Surya N. Mohapatra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Jerome A. Peribere	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1j	Elect Director Markos I. Tambakeras	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call a special meeting.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Xylem Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	1,870	1,870
Total Shares:							1,870	1,870

Boston Scientific Corporation

Meeting Date: 05/10/2018 **Country:** USA **Primary Security ID:** 101137107 **Meeting ID:** 1218492
Record Date: 03/16/2018 **Meeting Type:** Annual **Ticker:** BSX

Primary CUSIP: 101137107 **Primary ISIN:** US1011371077 **Primary SEDOL:** 2113434 **Proxy Level:** 3

Shares Voted: 10 **Votable Shares:** 10 ***Shares on Loan:** 0 **Shares Instructed:** 10
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nelda J. Connors	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1b	Elect Director Charles J. Dockendorff	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1c	Elect Director Yoshiaki Fujimori	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1d	Elect Director Donna A. James	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1e	Elect Director Edward J. Ludwig	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1f	Elect Director Stephen P. MacMillan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1g	Elect Director Michael F. Mahoney	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1h	Elect Director David J. Roux	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1i	Elect Director John E. Sununu	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Boston Scientific Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Ellen M. Zane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	10	10
Total Shares:							10	10

CoreCivic, Inc.

Meeting Date: 05/10/2018	Country: USA	Primary Security ID: 21871N101	Meeting ID: 1218910
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: CXW	
Primary CUSIP: 21871N101	Primary ISIN: US21871N1019	Primary SEDOL: BZ8VC58	Proxy Level: 3
	Shares Voted: 234	Votable Shares: 234	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 234

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donna M. Alvarado	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Robert J. Dennis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Mark A. Emkes	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. A vote AGAINST Governance Committee members Mark Emkes, Stacia Hylton, Thurgood Marshall Jr., and Charles Overby is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws.</i>							
1d	Elect Director Damon T. Hininger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

CoreCivic, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Stacia A. Hylton	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. A vote AGAINST Governance Committee members Mark Emkes, Stacia Hylton, Thurgood Marshall Jr., and Charles Overby is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws.</i>							
1f	Elect Director Harley G. Lappin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Anne L. Mariucci	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Thurgood Marshall, Jr.	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. A vote AGAINST Governance Committee members Mark Emkes, Stacia Hylton, Thurgood Marshall Jr., and Charles Overby is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws.</i>							
1i	Elect Director Charles L. Overby	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. A vote AGAINST Governance Committee members Mark Emkes, Stacia Hylton, Thurgood Marshall Jr., and Charles Overby is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws.</i>							
1j	Elect Director John R. Prann, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	234	234
Total Shares:							234	234

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Corporate Office Properties Trust

Meeting Date: 05/10/2018	Country: USA	Primary Security ID: 22002T108	Meeting ID: 1218496
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: OFC	
Primary CUSIP: 22002T108	Primary ISIN: US22002T1088	Primary SEDOL: 2756152	Proxy Level: 3
	Shares Voted: 2,720	Votable Shares: 2,720	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,720

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas F. Brady	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1b	Elect Director Stephen E. Budorick	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1c	Elect Director Robert L. Denton, Sr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1d	Elect Director Philip L. Hawkins	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1e	Elect Director David M. Jacobstein	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1f	Elect Director Steven D. Kesler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1g	Elect Director C. Taylor Pickett	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1h	Elect Director Lisa G. Trimberger	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Adopt Majority Vote to Approve Merger or Business Combinations	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the adoption of a majority vote requirement to approve a merger or other business combination enhances shareholder rights.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Corporate Office Properties Trust

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	04/28/2018	Auto-Approved	04/28/2018	2,720	2,720
Total Shares:								2,720	2,720

Ford Motor Company

Meeting Date: 05/10/2018	Country: USA	Primary Security ID: 345370860	Meeting ID: 1219442
Record Date: 03/14/2018	Meeting Type: Annual	Ticker: F	
Primary CUSIP: 345370860	Primary ISIN: US3453708600	Primary SEDOL: 2615468	Proxy Level: 3
	Shares Voted: 12,572	Votable Shares: 12,572	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 12,572

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen G. Butler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Kimberly A. Casiano	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Anthony F. Earley, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Edsel B. Ford, II	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director William Clay Ford, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director James P. Hackett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director William W. Helman, IV	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Ford Motor Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director William E. Kennard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director John C. Lechleiter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Ellen R. Marram	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director John L. Thornton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director John B. Veihmeyer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1m	Elect Director Lynn M. Vojvodich	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1n	Elect Director John S. Weinberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the period under review.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s):- Plan cost is excessive- Estimated duration of available and proposed shares exceeds six years- The plan allows for the problematic treatment of equity upon a CIC</i>						
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide shareholders of the company with equal voting rights on all voting items.</i>						
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure on the company's lobbying and trade association activities, including management-level oversight, would help shareholders better assess the risks and benefits associated with the company's participation in public policy debates.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Ford Motor Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
7	Report on Fleet GHG Emissions in Relation to CAFE Standards	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from increased disclosure as to the company's fleet CO2 emissions management and goals, such as the company's targeted sales of electrified vehicles.									
8	Transparent Political Spending	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote this FOR resolution is warranted, as additional disclosure of the company's political contributions, including trade association memberships and payments, and the company's oversight mechanisms regarding those contributions would allow shareholders to better assess related risks.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	12,172	12,172
Socially Responsible Investing, 020407420243		6728029075	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	400	400
Total Shares:								12,572	12,572

Hilton Grand Vacations Inc.

Meeting Date: 05/10/2018	Country: USA	Primary Security ID: 43283X105	Meeting ID: 1218093
Record Date: 03/16/2018	Meeting Type: Annual	Ticker: HGV	
Primary CUSIP: 43283X105	Primary ISIN: US43283X1054	Primary SEDOL: BYSLHX4	Proxy Level: 3
Shares Voted: 3,558		Votable Shares: 3,558	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 3,558

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark D. Wang	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Leonard A. Potter	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.3	Elect Director Brenda J. Bacon	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.4	Elect Director David W. Johnson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Hilton Grand Vacations Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.5	Elect Director Mark H. Lazarus	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.									
1.6	Elect Director Pamela H. Patsley	Mgmt	Yes	For	For	Withhold	Withhold		
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.									
1.7	Elect Director Paul W. Whetsell	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.									
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412		6728029085	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	3,558	3,558
Total Shares:								3,558	3,558

HILTON WORLDWIDE HOLDINGS INC.

Meeting Date: 05/10/2018	Country: USA	Primary Security ID: 43300A203	Meeting ID: 1219481
Record Date: 03/15/2018	Meeting Type: Annual	Ticker: HLT	
Primary CUSIP: 43300A203	Primary ISIN: US43300A2033	Primary SEDOL: BYVMW06	Proxy Level: 3
Shares Voted: 10	Votable Shares: 10	*Shares on Loan: 0	Shares Instructed: 10
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1b	Elect Director Jonathan D. Gray	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

HILTON WORLDWIDE HOLDINGS INC.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Charlene T. Begley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1d	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1e	Elect Director Raymond E. Mabus, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1f	Elect Director Judith A. McHale	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1g	Elect Director John G. Schreiber	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Elizabeth A. Smith	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1i	Elect Director Douglas M. Steenland	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1j	Elect Director Zhang Ling - Resigned Director	Mgmt	No				
	<i>Voting Policy Rationale: This is a non-voting item.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that executive compensation and company performance are reasonably aligned for the year under review.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	10	10
Total Shares:							10	10

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Kimberly-Clark Corporation

Meeting Date: 05/10/2018	Country: USA	Primary Security ID: 494368103	Meeting ID: 1212628
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: KMB	
Primary CUSIP: 494368103	Primary ISIN: US4943681035	Primary SEDOL: 2491839	Proxy Level: 3
	Shares Voted: 1,348	Votable Shares: 1,348	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,348

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John F. Bergstrom	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.2	Elect Director Abelardo E. Bru	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Robert W. Decherd	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Thomas J. Falk	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.5	Elect Director Fabian T. Garcia	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director Michael D. Hsu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Mae C. Jemison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director James M. Jenness	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Nancy J. Karch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Christa S. Quarles	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.11	Elect Director Ian C. Read	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.12	Elect Director Marc J. Shapiro	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Kimberly-Clark Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director Michael D. White	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblum Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/16/2018	Auto-Approved	04/16/2018	1,348	1,348
Total Shares:							1,348	1,348

MSCI Inc.

Meeting Date: 05/10/2018	Country: USA	Primary Security ID: 55354G100	Meeting ID: 1215828
Record Date: 03/14/2018	Meeting Type: Annual	Ticker: MSCI	
Primary CUSIP: 55354G100	Primary ISIN: US55354G1004	Primary SEDOL: B2972D2	Proxy Level: 3
Total Ballots: 1	Shares Voted: 10	Votable Shares: 10	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 10

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Henry A. Fernandez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Robert G. Ashe	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1c	Elect Director Benjamin F. duPont	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Wayne Edmunds	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

MSCI Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Alice W. Handy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1f	Elect Director Catherine R. Kinney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Wendy E. Lane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Jacques P. Perold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Linda H. Riefler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director George W. Siguler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Marcus L. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the period under review. After receiving a front-loaded equity grant in FY2016, the CEO did not receive any equity awards in FY2017.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	10	10
Total Shares:							10	10

Norfolk Southern Corporation

Meeting Date: 05/10/2018	Country: USA	Primary Security ID: 655844108	Meeting ID: 1214014
Record Date: 03/01/2018	Meeting Type: Annual	Ticker: NSC	
Primary CUSIP: 655844108	Primary ISIN: US6558441084	Primary SEDOL: 2641894	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Norfolk Southern Corporation

Total Ballots: 1 **Shares Voted:** 140 **Votable Shares:** 140 ***Shares on Loan:** 0 **Shares Instructed:** 140
Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas D. Bell, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Wesley G. Bush	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Daniel A. Carp	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Mitchell E. Daniels, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Steven F. Leer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Michael D. Lockhart	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Amy E. Miles	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Martin H. Nesbitt	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director Jennifer F. Scanlon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director James A. Squires	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director John R. Thompson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Norfolk Southern Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Concerns regarding the increase in CEO pay were mitigated by strong performance for the year in review. The majority of pay is tied to pre-set objective performance conditions and equity awards carry extended cliff vesting schedules. Certain STI goals were slightly lowered, but the company provides a clear rationale. Long-term performance goals, including relative TSR targets, are not disclosed; however, past targets have been relatively challenging.</i></p>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would create a more reasonable written consent right than the current unanimous written consent right and afford shareholders an additional means of acting in between annual meetings.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	140	140
Total Shares:							140	140

Sempra Energy

Meeting Date: 05/10/2018	Country: USA	Primary Security ID: 816851109	Meeting ID: 1201865
Record Date: 03/16/2018	Meeting Type: Annual	Ticker: SRE	
Primary CUSIP: 816851109	Primary ISIN: US8168511090	Primary SEDOL: 2138158	Proxy Level: 3
	Shares Voted: 630	Votable Shares: 630	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 630	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan L. Boeckmann	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i></p>							
1.2	Elect Director Kathleen L. Brown	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1.3	Elect Director Andres Conesa	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i></p>							
1.4	Elect Director Maria Contreras-Sweet	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i></p>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Sempra Energy

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Pablo A. Ferrero	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director William D. Jones	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Jeffrey W. Martin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director Bethany J. Mayer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director William G. Ouchi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Debra L. Reed	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.11	Elect Director William C. Rusnack	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.12	Elect Director Lynn Schenk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.13	Elect Director Jack T. Taylor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.14	Elect Director James C. Yardley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Certain concerns remain regarding goal rigor, given the CEO's near-maximum bonus based primarily on an earnings target set at last year's performance. However, equity is entirely performance-based and two previous TSR tranches were forfeited in 2017 in line with lagging long-term TSR. Further, the company eliminated a problematic feature in the performance equity program which previously allowed for multiple opportunities for the same tranche of shares to vest. Notwithstanding mitigating factors for the year in review, shareholders should continue to monitor pay at the company given the CEO is expected to retire near the end of fiscal 2018.</i>						
4	Amend Proxy Access Right	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendments would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Sempra Energy

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	630	630
Total Shares:							630	630

The Mosaic Company

Meeting Date: 05/10/2018 **Country:** USA **Primary Security ID:** 61945C103 **Meeting ID:** 1218094
Record Date: 03/14/2018 **Meeting Type:** Annual **Ticker:** MOS

Primary CUSIP: 61945C103 **Primary ISIN:** US61945C1036 **Primary SEDOL:** B3NPHP6 **Proxy Level:** 3
Shares Voted: 1,100 **Votable Shares:** 1,100 ***Shares on Loan:** 0 **Shares Instructed:** 1,100
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Oscar Bernardes	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1b	Elect Director Nancy E. Cooper	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1c	Elect Director Gregory L. Ebel	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1d	Elect Director Timothy S. Gitzel	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1e	Elect Director Denise C. Johnson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1f	Elect Director Emery N. Koenig	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1g	Elect Director Robert L. Lumpkins	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1h	Elect Director William T. Monahan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							
1i	Elect Director James 'Joc' C. O'Rourke	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Mosaic Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director David T. Seaton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1k	Elect Director Steven M. Seibert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1l	Elect Director Luciano Siani Pires	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1m	Elect Director Kelvin W. Westbrook	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	1,100	1,100
Total Shares:							1,100	1,100

Triumph Bancorp, Inc.

Meeting Date: 05/10/2018	Country: USA	Primary Security ID: 89679E300	Meeting ID: 1218930
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: TBK	
Primary CUSIP: 89679E300	Primary ISIN: US89679E3009	Primary SEDOL: BS7T2S7	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,832	Votable Shares: 1,832	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,832

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Aaron P. Graft	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>							
1.2	Elect Director Robert Dobrient	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Triumph Bancorp, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Maribess L. Miller	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>							
1.4	Elect Director Frederick P. Perpall	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>							
2	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>							
3	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that a majority vote standard would give shareholders a meaningful voice in the election of directors.</i>							
4	Ratify Crowe Horwath LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	1,832	1,832
Total Shares:							1,832	1,832

Union Pacific Corporation

Meeting Date: 05/10/2018	Country: USA	Primary Security ID: 907818108	Meeting ID: 1218510
Record Date: 03/09/2018	Meeting Type: Annual	Ticker: UNP	
Primary CUSIP: 907818108	Primary ISIN: US9078181081	Primary SEDOL: 2914734	Proxy Level: 3
	Shares Voted: 240	Votable Shares: 240	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 240	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrew H. Card, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Erroll B. Davis, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director David B. Dillon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Union Pacific Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Lance M. Fritz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Deborah C. Hopkins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Jane H. Lute	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Michael R. McCarthy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Thomas F. McLarty, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Bhavesh V. Patel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1j	Elect Director Jose H. Villarreal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. In response to last year's low say-on-pay vote result, the company engaged with shareholders and made positive changes to pay programs. The committee will replace the discretionary bonus program with a more formulaic approach using pre-set performance targets for the majority of the award. Further, beginning in 2018, performance equity will measure performance over a single measurement period.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	240	240
Total Shares:							240	240

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

United Parcel Service, Inc.

Meeting Date: 05/10/2018	Country: USA	Primary Security ID: 911312106	Meeting ID: 1212638
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: UPS	
Primary CUSIP: 911312106	Primary ISIN: US9113121068	Primary SEDOL: 2517382	Proxy Level: 3
	Shares Voted: 118	Votable Shares: 118	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 118

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Rodney C. Adkins	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1c	Elect Director Michael J. Burns	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director William R. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Candace Kendle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Ann M. Livermore	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director Rudy H.P. Markham	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Franck J. Moison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Clark "Sandy" T. Randt, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director Christiana Smith Shi	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1k	Elect Director John T. Stankey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Carol B. Tome	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Kevin M. Warsh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight mechanisms would give shareholders a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.</i>							
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters.</i>							
6	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from a broader discussion of the company's general approach to addressing considerations on sustainability as they relate to the company's incentive compensation schemes. Establishing sustainability metrics as part of senior executives' compensation packages may be an effective way to further incentivize executives to ensure positive sustainability performance.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/18/2018	Auto-Approved	04/18/2018	118	118
Total Shares:							118	118

American Water Works Company, Inc.

Meeting Date: 05/11/2018	Country: USA	Primary Security ID: 030420103	Meeting ID: 1217608
Record Date: 03/15/2018	Meeting Type: Annual	Ticker: AWK	
Primary CUSIP: 030420103	Primary ISIN: US0304201033	Primary SEDOL: B2R3PV1	Proxy Level: 3
Shares Voted: 2,750		Votable Shares: 2,750	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,750	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey N. Edwards	Mgmt	Yes	For	For	For	For

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

American Water Works Company, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Martha Clark Goss	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Veronica M. Hagen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Julia L. Johnson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Karl F. Kurz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director George MacKenzie	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director James G. Stavridis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Susan N. Story	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Report on the Human Right to Water and Sanitation	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of how the company is implementing the human right to water and sanitation (HRWS) policy, as a human right. A HRWS report including key performance indicators, would better allow investors to evaluate the company's management of its potential human rights-related risks, especially in light of recent incidents at the company's facilities.</i>							
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association memberships and payments, and oversight mechanisms would benefit shareholders in assessing its management of related risks.</i>							
6	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's political contribution practices and policies, and oversight mechanisms would benefit shareholders in assessing its management of related risks.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

American Water Works Company, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	2,750	2,750
Total Shares:							2,750	2,750

Baker Hughes, a GE company

Meeting Date: 05/11/2018	Country: USA	Primary Security ID: 05722G100	Meeting ID: 1215829
Record Date: 03/19/2018	Meeting Type: Annual	Ticker: BHGE	
Primary CUSIP: 05722G100	Primary ISIN: US05722G1004	Primary SEDOL: BDHLTQ5	Proxy Level: 3
Shares Voted: 1,082		Votable Shares: 1,082	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,082

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Geoffrey Beattie	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Clarence P. Cazalot, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1d	Elect Director Martin S. Craighead	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1e	Elect Director Lynn L. Elsenhans	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1f	Elect Director Jamie S. Miller	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1g	Elect Director James J. Mulva	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1h	Elect Director John G. Rice	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Baker Hughes, a GE company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Lorenzo Simonelli	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: While peer group related concerns are noted, those concerns are mitigated by relative alignment of pay and performance at this time. Furthermore, compensation and performance data is limited for prior years due the business combination in 2017. As a result of these factors, a vote FOR the proposal is warranted.</i>							
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The proposal seeks approval of a non-qualified stock purchase plan with share authorization of 15 million class A shares. Under the plan, employees may purchase stock through periodic offerings of options to purchase shares at a discount. Given that the plan encourages share ownership among employees and the plan has reasonable terms, a vote FOR this proposal is warranted.</i>							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/17/2018	Auto-Approved	04/17/2018	1,082	1,082
Total Shares:							1,082	1,082

Colgate-Palmolive Company

Meeting Date: 05/11/2018	Country: USA	Primary Security ID: 194162103	Meeting ID: 1218578
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: CL	
Primary CUSIP: 194162103	Primary ISIN: US1941621039	Primary SEDOL: 2209106	Proxy Level: 3
Shares Voted: 1,510	Votable Shares: 1,510	*Shares on Loan: 0	Shares Instructed: 1,510
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles A. Bancroft	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director John P. Bilbrey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Colgate-Palmolive Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director John T. Cahill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Ian Cook	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Helene D. Gayle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Ellen M. Hancock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director C. Martin Harris	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Lorrie M. Norrington	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director Michael B. Polk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Stephen I. Sadove	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. The CEO's target 2017 pay declined, due to the discontinuation of supplemental one-year performance-based RSUs awarded for 2015 and 2016, and earned awards similarly declined due to the below-target payout of 2015-2017 RSUs. In addition, annual and long-term awards are tied to objective performance conditions. However, shifting performance metrics for the annual incentive program impede a comparison of goals year-over-year and reduce transparency, target equity values remain relatively high, and the majority of CEO equity for 2017 lacks performance conditions. Continued monitoring of these aspects of the pay program is warranted.</i>						
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Colgate-Palmolive Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	1,510	1,510
Total Shares:							1,510	1,510

Cypress Semiconductor Corporation

Meeting Date: 05/11/2018 **Country:** USA **Primary Security ID:** 232806109 **Meeting ID:** 1219504
Record Date: 03/14/2018 **Meeting Type:** Annual **Ticker:** CY

Primary CUSIP: 232806109 **Primary ISIN:** US2328061096 **Primary SEDOL:** 2244549 **Proxy Level:** 3
Shares Voted: 7,483 **Votable Shares:** 7,483 ***Shares on Loan:** 0 **Shares Instructed:** 7,483
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Steve Albrecht	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Hassane El-Khoury	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Oh Chul Kwon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Catherine P. Lego	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Camillo Martino	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director J. Daniel McCranie	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Jeffrey J. Owens	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Jeannine Sargent	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Cypress Semiconductor Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Michael S. Wishart	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time and no significant concerns were identified.</i>							
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- the purchase price is reasonable;- the number of shares reserved is reasonable; and- the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	7,483	7,483
Total Shares:							7,483	7,483

Dril-Quip, Inc.

Meeting Date: 05/11/2018	Country: USA	Primary Security ID: 262037104	Meeting ID: 1219435
Record Date: 03/19/2018	Meeting Type: Annual	Ticker: DRQ	
Primary CUSIP: 262037104	Primary ISIN: US2620371045	Primary SEDOL: 2116767	Proxy Level: 3
	Shares Voted: 190	Votable Shares: 190	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 190	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Steven L. Newman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Dril-Quip, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified, and pay and performance are reasonably aligned at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	190	190
Total Shares:								190	190

John Bean Technologies Corporation

Meeting Date: 05/11/2018	Country: USA	Primary Security ID: 477839104	Meeting ID: 1219038
Record Date: 03/15/2018	Meeting Type: Annual	Ticker: JBT	
Primary CUSIP: 477839104	Primary ISIN: US4778391049	Primary SEDOL: B3BRJZ8	Proxy Level: 3
Shares Voted: 1,355		Votable Shares: 1,355	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,355

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director C. Maury Devine	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.									
1.2	Elect Director James M. Ringler	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.									
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412		6728029085	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	1,355	1,355
Total Shares:							1,355	1,355	

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

John Bean Technologies Corporation

PROS Holdings, Inc.

Meeting Date: 05/11/2018	Country: USA	Primary Security ID: 74346Y103	Meeting ID: 1220072
Record Date: 03/16/2018	Meeting Type: Annual	Ticker: PRO	
Primary CUSIP: 74346Y103	Primary ISIN: US74346Y1038	Primary SEDOL: B1YWQK0	Proxy Level: 3
	Shares Voted: 4,125	Votable Shares: 4,125	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,125

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Penelope Herscher	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.2	Elect Director Leslie Rechan	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.3	Elect Director William Russell	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, but with caution. The compensation committee demonstrated a sufficient degree of responsiveness to the say-on-pay vote in 2017. Some concern remains that the CEO's pay remains elevated compared to peers despite long-term weak TSR. However, recent financial and stock price performance appear to be moving in the right direction and incentive programs are reasonably performance based. While the long-term program relies on a non-rigorous goal, two of the most recently completed cycles failed to earn a payout under the program. In light of this and the fact that the company made a handful of positive changes to the 2018 pay program, pay-for-performance concerns are mitigated at this time. Shareholders should closely monitor pay decisions going forward.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/28/2018	Auto-Approved	04/28/2018	4,125	4,125
Total Shares:							4,125	4,125

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Allstate Corporation

Meeting Date: 05/11/2018	Country: USA	Primary Security ID: 020002101	Meeting ID: 1218489
Record Date: 03/13/2018	Meeting Type: Annual	Ticker: ALL	
Primary CUSIP: 020002101	Primary ISIN: US0200021014	Primary SEDOL: 2019952	Proxy Level: 3
	Shares Voted: 1,450	Votable Shares: 1,450	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,450

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kermit R. Crawford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Michael L. Eskew	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Margaret M. Keane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Siddharth N. (Bobby) Mehta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Jacques P. Perold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Andrea Redmond	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Gregg M. Sherrill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Judith A. Spieser	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Thomas J. Wilson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Allstate Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.									
5	Report on Political Contributions	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote this FOR resolution is warranted, as additional disclosure of the company's political contributions, including trade association memberships and payments, and the company's oversight mechanisms regarding those contributions would allow shareholders to better assess related risks.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	1,450	1,450
Total Shares:								1,450	1,450

The Ultimate Software Group, Inc.

Meeting Date: 05/14/2018	Country: USA	Primary Security ID: 90385D107	Meeting ID: 1220367
Record Date: 03/20/2018	Meeting Type: Annual	Ticker: ULTI	
Primary CUSIP: 90385D107	Primary ISIN: US90385D1072	Primary SEDOL: 2249964	Proxy Level: 3
	Shares Voted: 618	Votable Shares: 618	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 618	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc D. Scherr	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted for maintaining a long-term poison pill that has not been ratified by shareholders. The board does not include at least one woman director after the election. Less than 20 percent of the board is diverse.</i>							
1b	Elect Director James A. FitzPatrick, Jr.	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted for maintaining a long-term poison pill that has not been ratified by shareholders. A vote AGAINST compensation committee members James FitzPatrick Jr. and Rick Wilber is further warranted, given that the company was not responsive to shareholders. The board does not include at least one woman director after the election. Less than 20 percent of the board is diverse.</i>							
1c	Elect Director Rick A. Wilber	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted for maintaining a long-term poison pill that has not been ratified by shareholders. A vote AGAINST compensation committee members James FitzPatrick Jr. and Rick Wilber is further warranted, given that the company was not responsive to shareholders. The board does not include at least one woman director after the election. Less than 20 percent of the board is diverse.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Ultimate Software Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against	
Voting Policy Rationale: A vote AGAINST this proposal is warranted, given another relatively large grant of time-based equity made to executives in exchange for terminating problematic CIC arrangements. Furthermore, the compensation committee was not sufficiently responsive to the low vote at the last annual meeting.								
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	618	618
Total Shares:							618	618

ACCO Brands Corporation

Meeting Date: 05/15/2018	Country: USA	Primary Security ID: 00081T108	Meeting ID: 1216856
Record Date: 03/19/2018	Meeting Type: Annual	Ticker: ACCO	
Primary CUSIP: 00081T108	Primary ISIN: US00081T1088	Primary SEDOL: B0G7SZ5	Proxy Level: 3
	Shares Voted: 12,153	Votable Shares: 12,153	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 12,153	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James A. Buzzard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Kathleen S. Dvorak	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Boris Elisman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Pradeep Jotwani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Robert J. Keller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

ACCO Brands Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Thomas Kroeger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Ron Lombardi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Graciela Monteagudo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Hans Michael Norkus	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1j	Elect Director E. Mark Rajkowski	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	12,153	12,153
Total Shares:							12,153	12,153

Ameris Bancorp

Meeting Date: 05/15/2018	Country: USA	Primary Security ID: 03076K108	Meeting ID: 1220542
Record Date: 03/06/2018	Meeting Type: Annual	Ticker: ABCB	
Primary CUSIP: 03076K108	Primary ISIN: US03076K1088	Primary SEDOL: 2038849	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,615	Votable Shares: 2,615	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,615

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director R. Dale Ezzell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Ameris Bancorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Leo J. Hill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Jimmy D. Veal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Crowe Horwath LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	2,615	2,615
Total Shares:							2,615	2,615

ConocoPhillips

Meeting Date: 05/15/2018	Country: USA	Primary Security ID: 20825C104	Meeting ID: 1220289
Record Date: 03/19/2018	Meeting Type: Annual	Ticker: COP	
Primary CUSIP: 20825C104	Primary ISIN: US20825C1045	Primary SEDOL: 2685717	Proxy Level: 3
Total Ballots: 2	Shares Voted: 3,184	Votable Shares: 3,184	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 3,184

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles E. Bunch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Caroline Maury Devine	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director John V. Faraci	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

ConocoPhillips

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Jody Freeman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Gay Huey Evans	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Ryan M. Lance	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Sharmila Mulligan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Arjun N. Murti	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Robert A. Niblock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1j	Elect Director Harald J. Norvik	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The compensation committee responded to last year's failed say-on-pay vote by substantially increasing transparency around incentive programs, disclosing target goals and payout calculations for both the short- and long-term incentive programs. This enhanced disclosure will enable investors to assess goal rigor next year. However, disclosure does remain lacking in some respects, as the proxy does not provide corresponding threshold and maximum goals, which limits shareholders' ability to assess payout leverage. While above-target annual incentive payouts for 2017 come amid improved operational performance, going forward, performance may not mitigate concerns regarding incomplete goal disclosure and the rigor of relative goals for equity incentives. However, in light of enhancements to disclosure and other secondary improvements (including an increase in the proportion of performance equity), a cautionary vote FOR this proposal is warranted.</i>							
4	Use GAAP for Executive Compensation Metrics	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The proposal would limit the compensation committee's ability to design and administer incentive programs and, in the absence of concerns regarding the use of adjustments at the company, is viewed as overly prescriptive. The compensation committee has been sufficiently responsive to shareholder concerns, and investor feedback related to last year's say-on-pay opposition was not related to problematic adjustments. Moreover, the company provides reconciliation to GAAP for financial incentive program metrics and adjustments have been applied consistently from year to year.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	3,060	3,060

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ConocoPhillips

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	124	124
Total Shares:							3,184	3,184

ICU Medical, Inc.

Meeting Date: 05/15/2018 **Country:** USA **Primary Security ID:** 44930G107 **Meeting ID:** 1222720
Record Date: 03/22/2018 **Meeting Type:** Annual **Ticker:** ICUI

Primary CUSIP: 44930G107 **Primary ISIN:** US44930G1076 **Primary SEDOL:** 2451918 **Proxy Level:** 3

Shares Voted: 552 **Votable Shares:** 552 ***Shares on Loan:** 0 **Shares Instructed:** 552

Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Vivek Jain	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director George A. Lopez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Robert S. Swinney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director David C. Greenberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director Elisha W. Finney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director Douglas E. Giordano	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director David F. Hoffmeister	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director Donald M. Abbey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

ICU Medical, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412		6728029085	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	552	552
Total Shares:								552	552

JPMorgan Chase & Co.

Meeting Date: 05/15/2018	Country: USA	Primary Security ID: 46625H100		Meeting ID: 1222746
Record Date: 03/16/2018	Meeting Type: Annual	Ticker: JPM		
Primary CUSIP: 46625H100	Primary ISIN: US46625H1005	Primary SEDOL: 2190385		Proxy Level: 4
Shares Voted: 7,360		Votable Shares: 7,360	*Shares on Loan: 0	Shares Instructed: 7,360
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director James A. Bell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Stephen B. Burke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Todd A. Combs	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director James S. Crown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director James Dimon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Mellody Hobson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director Laban P. Jackson, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Michael A. Neal	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Lee R. Raymond	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director William C. Weldon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify Existing Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. A lower ownership threshold to call a special meeting, like the one requested in an omitted shareholder proposal, would facilitate the use of the right by greater groups of shareholders. Moreover, the current right provides for material restrictions in regard to timing and subject matter to be considered, both of which serve as impediments on its use.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. A substantial majority of CEO Dimon's pay is delivered in PSUs linked to absolute and relative ROTCE performance. Although JPMorgan has historically outperformed under this measure, the awards target median performance. However, the maximum absolute target was increased for 2017 and a risk hurdle was added. Further, the increase in CEO pay is justified by strong financial performance. Nevertheless, relatively high pay levels warrant continued shareholder monitoring.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
6	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						
7	Prohibit Accelerated Vesting of Awards to Pursue Government Service	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders should not have to incur the costs associated with an executive's personal decision to enter government service. Further, policies providing for special compensation arrangements to enter into government service are uncommon, and the proposal is sufficiently tailored to address concerns.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Institute Procedures to Prevent Investments in Companies that Contribute to Genocide or Crimes Against Humanity	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons:- Shareholders would benefit from careful monitoring of JPMorgan's investment choices, given the inherent or potential reputational risks related to investments in high-risk markets such as Sudan;- Adoption of the proposal would result in more robust communication regarding the fund's policies and oversight mechanisms related to the incorporation of non-financial risk management factors into investment decision-making processes.</i>							
9	Restore or Provide for Cumulative Voting	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: UUA will support proposals asking for Cumulative Voting.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	7,360	7,360
Total Shares:							7,360	7,360

Newfield Exploration Company

Meeting Date: 05/15/2018	Country: USA	Primary Security ID: 651290108	Meeting ID: 1218921
Record Date: 03/20/2018	Meeting Type: Annual	Ticker: NFX	
Primary CUSIP: 651290108	Primary ISIN: US6512901082	Primary SEDOL: 2635079	Proxy Level: 3
Shares Voted: 1,680		Votable Shares: 1,680	*Shares on Loan: 0
Total Ballots: 2		Voting Policy: UUA	Shares Instructed: 1,680

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee K. Boothby	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1b	Elect Director Pamela J. Gardner	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1c	Elect Director Edgar R. Giesinger, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1d	Elect Director Steven W. Nance	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Newfield Exploration Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Roger B. Plank	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1f	Elect Director Thomas G. Ricks	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1g	Elect Director Juanita M. Romans	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1h	Elect Director John W. Schanck	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1i	Elect Director J. Terry Strange	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1j	Elect Director J. Kent Wells	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While some concerns are noted, pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	1,470	1,470
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	210	210
Total Shares:							1,680	1,680

Omniceil, Inc.

Meeting Date: 05/15/2018	Country: USA	Primary Security ID: 68213N109	Meeting ID: 1220562
Record Date: 03/20/2018	Meeting Type: Annual	Ticker: OMCL	
Primary CUSIP: 68213N109	Primary ISIN: US68213N1090	Primary SEDOL: 2789523	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Omnnicell, Inc.

	Shares Voted: 2,694	Votable Shares: 2,694	*Shares on Loan: 0	Shares Instructed: 2,694
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Randall A. Lipps	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.2	Elect Director Vance B. Moore	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.3	Elect Director Mark W. Parrish	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	2,694	2,694
Total Shares:							2,694	2,694

The Charles Schwab Corporation

Meeting Date: 05/15/2018	Country: USA	Primary Security ID: 808513105	Meeting ID: 1220073
Record Date: 03/16/2018	Meeting Type: Annual	Ticker: SCHW	
Primary CUSIP: 808513105	Primary ISIN: US8085131055	Primary SEDOL: 2779397	Proxy Level: 3
	Shares Voted: 12,300	Votable Shares: 12,300	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 12,300

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Walter W. Bettinger, II	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

The Charles Schwab Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Joan T. Dea	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Christopher V. Dodds	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Mark A. Goldfarb	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Charles A. Ruffel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Though some concerns are noted, pay and performance are reasonably aligned at this time.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Provide Proxy Access Right	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed access right will enhance shareholders' rights while providing necessary safeguards against abuse of the nomination process.</i>							
6	Prepare Employment Diversity Report	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i>							
7	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: Shareholder support FOR the political contributions resolution is warranted, as shareholders would benefit from additional information about the company's use of corporate funds in the political process.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	12,300	12,300
Total Shares:							12,300	12,300

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Align Technology, Inc.

Meeting Date: 05/16/2018	Country: USA	Primary Security ID: 016255101	Meeting ID: 1222777
Record Date: 03/21/2018	Meeting Type: Annual	Ticker: ALGN	
Primary CUSIP: 016255101	Primary ISIN: US0162551016	Primary SEDOL: 2679204	Proxy Level: 3
	Shares Voted: 1,715	Votable Shares: 1,715	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,715

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin J. Dallas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director Joseph M. Hogan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Joseph Lacob	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director C. Raymond Larkin, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director George J. Morrow	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director Thomas M. Prescott	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Andrea L. Saia	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director Greg J. Santora	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Susan E. Siegel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Warren S. Thaler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Align Technology, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	04/25/2018	Auto-Approved	04/25/2018	1,715	1,715
Total Shares:							1,715	1,715

Anthem, Inc.

Meeting Date: 05/16/2018	Country: USA	Primary Security ID: 036752103	Meeting ID: 1220543
Record Date: 03/09/2018	Meeting Type: Annual	Ticker: ANTM	
Primary CUSIP: 036752103	Primary ISIN: US0367521038	Primary SEDOL: BSPHGL4	Proxy Level: 3
Shares Voted: 84	Votable Shares: 84	*Shares on Loan: 0	Shares Instructed: 84
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lewis Hay, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Julie A. Hill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Antonio F. Neri	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Ramiro G. Peru	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Currently, the company does not provide shareholders with the ability to call special meetings. Hence, a vote FOR this proposal is warranted as it represents an enhancement to shareholder's rights. However, a competing shareholder proposal on the ballot, Item 5 below, requests a more reasonable 10 percent threshold.</i>							
5	Amend Bylaws - Call Special Meetings	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed special meeting right is less restrictive than the special meeting right proposed by the board in Item 4 above, and represents an improvement for shareholders as they do not currently have the right to call special meetings.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Anthem, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	84	84
Total Shares:							84	84

Camping World Holdings, Inc.

Meeting Date: 05/16/2018 **Country:** USA **Primary Security ID:** 13462K109 **Meeting ID:** 1219476
Record Date: 03/21/2018 **Meeting Type:** Annual **Ticker:** CWH

Primary CUSIP: 13462K109 **Primary ISIN:** US13462K1097 **Primary SEDOL:** BDCBXH9 **Proxy Level:** 3
Shares Voted: 4,915 **Votable Shares:** 4,915 ***Shares on Loan:** 0 **Shares Instructed:** 4,915
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andris A. Baltins	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Andris Baltins and Jeffrey Marcus given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure and governance provisions that adversely impact shareholder rights. The nominee is non-independent and sits on a key committee. There is both gender and racial diversity on the board. There is at least 20 percent diversity. The board is not majority independent.</i>							
1.2	Elect Director Jeffrey A. Marcus	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Andris Baltins and Jeffrey Marcus given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure and governance provisions that adversely impact shareholder rights. The nominee is non-independent and sits on a key committee. There is both gender and racial diversity on the board. There is at least 20 percent diversity. The board is not majority independent. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.3	Elect Director Brent L. Moody	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The board is not majority independent.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	4,915	4,915
Total Shares:							4,915	4,915

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Camping World Holdings, Inc.

First American Funds, Inc.

Meeting Date: 05/16/2018	Country: USA	Primary Security ID: 31846V104	Meeting ID: 1226512
Record Date: 03/30/2018	Meeting Type: Special	Ticker: N/A	
Primary CUSIP: 31846V104	Primary ISIN: US31846V1044	Primary SEDOL: B0C9220	Proxy Level: 1
	Shares Voted: 947,959	Votable Shares: 947,959	*Shares on Loan: 0
Total Ballots: 6	Voting Policy: UUA		Shares Instructed: 947,959

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David K. Baumgardner	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.2	Elect Director Mark E. Gaumond	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.3	Elect Director Roger A. Gibson	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.4	Elect Director Victoria J. Herget	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.5	Elect Director Richard K. Riederer	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.6	Elect Director James M. Wade	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Breckinridge Common, unassigned	6728029073	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	3,189	3,188
Breckinridge Long Treasuries, unassigned	6728029087	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	48,614	48,613
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	389,684	389,684
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	14,274	14,274
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	490,704	490,703
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	1,495	1,494
Total Shares:							947,959	947,956

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

First American Funds, Inc.

First Solar, Inc.

Meeting Date: 05/16/2018	Country: USA	Primary Security ID: 336433107	Meeting ID: 1221855
Record Date: 03/22/2018	Meeting Type: Annual	Ticker: FSLR	
Primary CUSIP: 336433107	Primary ISIN: US3364331070	Primary SEDOL: B1HMF22	Proxy Level: 2
	Shares Voted: 260	Votable Shares: 260	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 260

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Ahearn	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.2	Elect Director Sharon L. Allen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.3	Elect Director Richard D. Chapman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.4	Elect Director George A. ("Chip") Hambro	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.5	Elect Director Molly E. Joseph	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.6	Elect Director Craig Kennedy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.7	Elect Director William J. Post	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.8	Elect Director Paul H. Stebbins	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.9	Elect Director Michael T. Sweeney	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.10	Elect Director Mark R. Widmar	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

First Solar, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
3	Assess and Report on Risks Associated with Sourcing Materials from Conflict Areas	SH	Yes	Against	Against	For	For		
Voting Policy Rationale: A vote FOR this resolution is warranted as:- Increased disclosure on the company's approach to risk mitigation in conflict-affected areas would allow shareholders to better assess the company's management of associated risks and opportunities; and- Adoption of this proposal would enhance the company's existing conflict mineral and human rights policies given its business ties to countries with histories of political instability and human rights issues.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	260	260
Total Shares:								260	260

Halliburton Company

Meeting Date: 05/16/2018	Country: USA	Primary Security ID: 406216101	Meeting ID: 1221029
Record Date: 03/19/2018	Meeting Type: Annual	Ticker: HAL	
Primary CUSIP: 406216101	Primary ISIN: US4062161017	Primary SEDOL: 2405302	Proxy Level: 3
Shares Voted: 890		Votable Shares: 890	*Shares on Loan: 0
Total Ballots: 2		Voting Policy: UUA	Shares Instructed: 890

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director William E. Albrecht	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Alan M. Bennett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director James R. Boyd	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Milton Carroll	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Halliburton Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Nance K. Dicciani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Murry S. Gerber	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Jose C. Grubisich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director David J. Lesar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1j	Elect Director Robert A. Malone	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1k	Elect Director Jeffrey A. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1l	Elect Director Debra L. Reed	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Annual and long-term incentives paid out at maximum based on negative results, with no downward discretion applied. Further, the former CEO received maximum annual incentive awards, without pro-ratio, despite the middle of the year CEO transition. Moreover, there is an established history of costly perquisites and high "All Other Compensation" provided to top executives. Concerns are also raised regarding one-time decisions related to the CEO transition. New CEO Miller's long-term incentives are predominantly time-based including a \$6.8 million promotion award, in addition to his regular long-term incentives. Such large grants are not typical for internal promotions. Former CEO Lesar is also set to receive millions in one-time awards, in consideration of restrictive covenants and relinquishing his severance entitlement. Given concerns around both regular pay programs as well as one-time pay decisions, a vote AGAINST this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	770	770
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	120	120
Total Shares:							890	890

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Kohl's Corporation

Meeting Date: 05/16/2018	Country: USA	Primary Security ID: 500255104	Meeting ID: 1215955
Record Date: 03/14/2018	Meeting Type: Annual	Ticker: KSS	
Primary CUSIP: 500255104	Primary ISIN: US5002551043	Primary SEDOL: 2496113	Proxy Level: 3
	Shares Voted: 310	Votable Shares: 310	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 310

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Boneparth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Steven A. Burd	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director H. Charles Floyd	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Michelle Gass	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Jonas Prising	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director John E. Schlifske	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Adrienne Shapira	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Frank V. Sica	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Stephanie A. Streeter	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Nina G. Vaca	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Kohl's Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Stephen E. Watson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as CEO pay is reasonably aligned with peers and performance at this time.</i>						
4	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's existing good governance practices provide an effective counterbalance to the absence of a meaningful right to act by written consent.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	310	310
Total Shares:							310	310

Mondelez International, Inc.

Meeting Date: 05/16/2018	Country: USA	Primary Security ID: 609207105	Meeting ID: 1220265
Record Date: 03/12/2018	Meeting Type: Annual	Ticker: MDLZ	
Primary CUSIP: 609207105	Primary ISIN: US6092071058	Primary SEDOL: B8CKK03	Proxy Level: 3
	Shares Voted: 2,960	Votable Shares: 2,960	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,960	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lewis W.K. Booth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Charles E. Bunch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Debra A. Crew	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Lois D. Juliber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Mark D. Ketchum	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Peter W. May	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Jorge S. Mesquita	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Joseph Neubauer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Fredric G. Reynolds	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Christiana S. Shi	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1k	Elect Director Patrick T. Siewert	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Jean-Francois M. L. van Boxmeer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1m	Elect Director Dirk Van de Put	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. The new CEO's total pay exceeded \$44 million, driven by very large make-whole payments, including \$10 million in cash. The large payments are difficult to meaningfully assess in comparison to his forgone compensation given limited disclosure. In addition, two NEOs received large retention awards that lack any performance conditions. Finally, the board discretionarily enhanced the potential payout of unvested equity awards for the former CEO in connection with her retirement.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Assess Environmental Impact of Non-Recyclable Packaging	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional information regarding the company's recyclable packaging commitments and management of related risks.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Create a Committee to Prepare a Report Regarding the Impact of Plant Closures on Communities	SH	Yes	Against	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted because:- Adoption of this proposal should serve to further help the company to manage and potentially mitigate risks associated with plant closures.- The establishment of the proposed board committee should not be unduly burdensome and should enhance and complement the company's capacity to manage related risks in the long-term, for the ultimate benefit of shareholders.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	2,960	2,960
Total Shares:							2,960	2,960

Pinnacle West Capital Corporation

Meeting Date: 05/16/2018	Country: USA	Primary Security ID: 723484101	Meeting ID: 1219415
Record Date: 03/09/2018	Meeting Type: Annual	Ticker: PNW	
Primary CUSIP: 723484101	Primary ISIN: US7234841010	Primary SEDOL: 2048804	Proxy Level: 3
Total Ballots: 2	Shares Voted: 740	Votable Shares: 740	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 740

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Donald E. Brandt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Denis A. Cortese	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Richard P. Fox	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.4	Elect Director Michael L. Gallagher	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director Dale E. Klein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director Humberto S. Lopez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Pinnacle West Capital Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Kathryn L. Munro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director Bruce J. Nordstrom	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.9	Elect Director Paula J. Sims	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.10	Elect Director David P. Wagener	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	670	670
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	70	70
Total Shares:							740	740

Range Resources Corporation

Meeting Date: 05/16/2018	Country: USA	Primary Security ID: 75281A109	Meeting ID: 1223061
Record Date: 03/23/2018	Meeting Type: Annual	Ticker: RRC	
Primary CUSIP: 75281A109	Primary ISIN: US75281A1097	Primary SEDOL: 2523334	Proxy Level: 3
Total Ballots: 1	Shares Voted: 130	Votable Shares: 130	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 130

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brenda A. Cline	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Range Resources Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Anthony V. Dub	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1c	Elect Director Allen Finkelson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1d	Elect Director James M. Funk	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1e	Elect Director Christopher A. Helms	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1f	Elect Director Robert A. Innamorati	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1g	Elect Director Greg G. Maxwell	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1h	Elect Director Kevin S. McCarthy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director Steffen E. Palko	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1j	Elect Director Jeffrey L. Ventura	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, but with caution. The compensation committee demonstrated a degree of responsiveness to the say-on-pay vote in 2017. Some concern remains, however, with respect to the use of a non-rigorous goal in the short-term incentive as well as the introduction of two new metrics in the long-term program. These structural concerns are mitigated given that the committee exercised discretion to lower the final cash bonus, the CEO's equity grant declined in FY17, and there was a below-target outcome under the long-term program. Further mitigating concerns at this time is the CEO's three-year realizable pay that is valued significantly below his granted pay levels, in line with long-term performance.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Range Resources Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Report on Political Contributions	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information regarding the company's direct and indirect political contributions, including payments to trade associations, would help investors in assessing its management of related risks.									
5	Report on Methane Emissions Management and Reduction Targets	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information regarding the company's direct and indirect political contributions, including payments to trade associations, would help investors in assessing its management of related risks.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243		6728029075	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	130	130
Total Shares:								130	130

State Street Corporation

Meeting Date: 05/16/2018	Country: USA	Primary Security ID: 857477103	Meeting ID: 1222805
Record Date: 03/09/2018	Meeting Type: Annual	Ticker: STT	
Primary CUSIP: 857477103	Primary ISIN: US8574771031	Primary SEDOL: 2842040	Proxy Level: 3
	Shares Voted: 1,628	Votable Shares: 1,628	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,628

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kennett F. Burnes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Patrick de Saint-Aignan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Lynn A. Dugle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Amelia C. Fawcett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director William C. Freda	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

State Street Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Linda A. Hill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Joseph L. Hooley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Sara Mathew	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director William L. Meaney	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director Sean O'Sullivan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Richard P. Sergel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Gregory L. Summe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While some concerns are noted, executive compensation and company performance are reasonably aligned at this time.</i>						
3	Adopt Majority Voting Standard for Specified Corporate Actions	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	1,628	1,628
Total Shares:							1,628	1,628

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Xcel Energy Inc.

Meeting Date: 05/16/2018	Country: USA	Primary Security ID: 98389B100	Meeting ID: 1221327
Record Date: 03/20/2018	Meeting Type: Annual	Ticker: XEL	
Primary CUSIP: 98389B100	Primary ISIN: US98389B1008	Primary SEDOL: 2614807	Proxy Level: 3
	Shares Voted: 5,308	Votable Shares: 5,308	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 5,308

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard K. Davis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Ben Fowke	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Richard T. O'Brien	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director David K. Owens	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Christopher J. Policinski	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director James T. Prokopanko	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director A. Patricia Sampson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director James J. Sheppard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director David A. Westerlund	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Kim Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Timothy V. Wolf	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Daniel Yohannes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Xcel Energy Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	5,178	5,178
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	130	130
Total Shares:							5,308	5,308

Cboe Global Markets Inc.

Meeting Date: 05/17/2018	Country: USA	Primary Security ID: 12503M108	Meeting ID: 1222318
Record Date: 03/20/2018	Meeting Type: Annual	Ticker: CBOE	
Primary CUSIP: 12503M108	Primary ISIN: US12503M1080	Primary SEDOL: B5834C5	Proxy Level: 3
	Shares Voted: 93	Votable Shares: 93	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 93

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Edward T. Tilly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Frank E. English, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director William M. Farrow, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Edward J. Fitzpatrick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director Janet P. Froetscher	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Cboe Global Markets Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Jill R. Goodman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Roderick A. Palmore	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.8	Elect Director James E. Parisi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Joseph P. Ratterman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Michael L. Richter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.11	Elect Director Jill E. Sommers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.12	Elect Director Carole E. Stone	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.13	Elect Director Eugene S. Sunshine	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although a concern is noted, pay and performance are reasonably aligned at this time.</i>						
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price and number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	93	93
Total Shares:							93	93

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Edwards Lifesciences Corporation

Meeting Date: 05/17/2018	Country: USA	Primary Security ID: 28176E108	Meeting ID: 1219436
Record Date: 03/22/2018	Meeting Type: Annual	Ticker: EW	
Primary CUSIP: 28176E108	Primary ISIN: US28176E1082	Primary SEDOL: 2567116	Proxy Level: 3
	Shares Voted: 3,685	Votable Shares: 3,685	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 3,685

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael A. Mussallem	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Kieran T. Gallahue	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Leslie S. Heisz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director William J. Link	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director Steven R. Loranger	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Martha H. Marsh	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Wesley W. von Schack	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Nicholas J. Valeriani	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the company's existing governance practices provide an effective counterbalance to the absence of a written consent right.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/25/2018	Auto-Approved	04/25/2018	60	60

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Edwards Lifesciences Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	04/25/2018	Auto-Approved	04/25/2018	3,625	3,625
Total Shares:							3,685	3,685

Everbridge, Inc.

Meeting Date: 05/17/2018 **Country:** USA **Primary Security ID:** 29978A104 **Meeting ID:** 1223724
Record Date: 03/23/2018 **Meeting Type:** Annual **Ticker:** EVBG

Primary CUSIP: 29978A104 **Primary ISIN:** US29978A1043 **Primary SEDOL:** BYY5ZB4 **Proxy Level:** 1
Shares Voted: 4,673 **Votable Shares:** 4,673 ***Shares on Loan:** 0 **Shares Instructed:** 4,673
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Kent Mathy	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Kent Mathy given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Other Business	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	4,673	4,673
Total Shares:							4,673	4,673

Hasbro, Inc.

Meeting Date: 05/17/2018 **Country:** USA **Primary Security ID:** 418056107 **Meeting ID:** 1220365
Record Date: 03/21/2018 **Meeting Type:** Annual **Ticker:** HAS

Primary CUSIP: 418056107 **Primary ISIN:** US4180561072 **Primary SEDOL:** 2414580 **Proxy Level:** 3

**Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.*

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Hasbro, Inc.

Shares Voted: 350

Votable Shares: 350

*Shares on Loan: 0

Shares Instructed: 350

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth A. Bronfin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director Michael R. Burns	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Hope F. Cochran	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Crispin H. Davis	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.5	Elect Director Lisa Gersh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director Brian D. Goldner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Alan G. Hassenfeld	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director Tracy A. Leinbach	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Edward M. Philip	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Richard S. Stoddart	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.11	Elect Director Mary Beth West	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.12	Elect Director Linda K. Zecher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Hasbro, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
4	Clawback of Incentive Payments	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding any recoupments. Such disclosure would benefit shareholders.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	350	350
Total Shares:								350	350

Host Hotels & Resorts, Inc.

Meeting Date: 05/17/2018	Country: USA	Primary Security ID: 44107P104	Meeting ID: 1223501
Record Date: 03/19/2018	Meeting Type: Annual	Ticker: HST	
Primary CUSIP: 44107P104	Primary ISIN: US44107P1049	Primary SEDOL: 2567503	Proxy Level: 3
Shares Voted: 6,610		Votable Shares: 6,610	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 6,610

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary L. Baglivo	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Sheila C. Bair	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Ann McLaughlin Korologos	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Richard E. Marriott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director Sandeep L. Mathrani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director John B. Morse, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Host Hotels & Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Mary Hogan Preusse	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director Walter C. Rakowich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.9	Elect Director James F. Risoleo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.10	Elect Director Gordon H. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.11	Elect Director A. William Stein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
3	Report on Sustainability	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more information disclosed in a comprehensive sustainability report. Such information would allow shareholders to better evaluate the company's sustainability performance and its management of related risks and opportunities.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	6,610	6,610
Total Shares:							6,610	6,610

Intel Corporation

Meeting Date: 05/17/2018	Country: USA	Primary Security ID: 458140100	Meeting ID: 1222610
Record Date: 03/19/2018	Meeting Type: Annual	Ticker: INTC	
Primary CUSIP: 458140100	Primary ISIN: US4581401001	Primary SEDOL: 2463247	Proxy Level: 3
Shares Voted: 25,681	Votable Shares: 25,681	*Shares on Loan: 0	Shares Instructed: 25,681
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aneel Bhusri	Mgmt	Yes	For	For	For	For

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Intel Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Andy D. Bryant	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Reed E. Hundt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Omar Ishrak	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Brian M. Krzanich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1g	Elect Director Tsu-Jae King Liu	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Gregory D. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Andrew Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1j	Elect Director Frank D. Yeary	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Intel Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. This proposal offers an opportunity to clarify board leadership and eliminate a potentially confusing multi-headed leadership structure, consisting of a lead director, CEO, and non-independent chair. Moreover, while there are no significant governance concerns at this time, numerous commentators have criticized the board's handling of a controversy related to the timing and scope of the CEO's sale of stock prior to the public announcement of the existence of product security vulnerabilities. The board's handling of this controversy suggests that shareholders may be best served by a non-independent chair on a prospective basis. In addition, this non-binding proposal would not require an immediate change in the board leadership structure as it would allow the board discretion to phase in the policy requiring an independent chair at the next CEO transition.</i>							
6	Report on Costs and Benefits of Political Contributions	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's expenditures and oversight mechanisms regarding its political contributions and participation in trade associations would allow shareholders to better assess the company's management of related risks and opportunities.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	25,681	25,681
Total Shares:							25,681	25,681

L Brands, Inc.

Meeting Date: 05/17/2018	Country: USA	Primary Security ID: 501797104	Meeting ID: 1222844
Record Date: 03/23/2018	Meeting Type: Annual	Ticker: LB	
Primary CUSIP: 501797104	Primary ISIN: US5017971046	Primary SEDOL: B9M2WX3	Proxy Level: 3
	Shares Voted: 540	Votable Shares: 540	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 540	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director E. Gordon Gee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Stephen D. Steinour	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.3	Elect Director Allan R. Tessler	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

L Brands, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Abigail S. Wexner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the elimination of the supermajority vote requirements enhances shareholder rights.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Total CEO pay declined substantially in 2017, due to a below-target payout under the annual incentive program and lowered equity award values in light of recent performance. In addition, the majority of equity awards are performance-conditioned and require top-third performance in the index to vest. In 2018, base salary will be reduced by 50 percent to \$1.0 million.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	540	540
Total Shares:							540	540

SunPower Corporation

Meeting Date: 05/17/2018	Country: USA	Primary Security ID: 867652406	Meeting ID: 1223271
Record Date: 03/21/2018	Meeting Type: Annual	Ticker: SPWR	
Primary CUSIP: 867652406	Primary ISIN: US8676524064	Primary SEDOL: B59DK93	Proxy Level: 3
Total Ballots: 1	Shares Voted: 800	Votable Shares: 800	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 800

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Francois Badoual	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is at least 20 percent diversity. The board is not majority independent. The board does not include at least one minority director after the election.</i>							
1.2	Elect Director Antoine Larenaudie	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board is not majority independent. The board does not include at least one minority director after the election.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

SunPower Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Pat Wood, III	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board is not majority independent. The board does not include at least one minority director after the election. WITHHOLD votes are additionally warranted for incumbent director nominee Patrick (Pat) Wood III for maintaining a long-term poison pill that has not been ratified by shareholders.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although CEO pay declined significantly in FY17, the incentive programs suffer from several structural deficiencies. The performance components of the cash and equity incentives are based on annual performance and metrics are identical to both programs. Reliance on annual targets shifts the incentive away from sustained, multi-year performance. Finally, the company has a philosophy to target pay above the peer median. While CEO pay is currently below the peer median, continuation of this pay philosophy, in addition to the structural concerns, may contribute to a continuing pay-for-performance misalignment in the future.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/05/2018	Auto-Approved	05/05/2018	800	800
Total Shares:							800	800

Texas Roadhouse, Inc.

Meeting Date: 05/17/2018	Country: USA	Primary Security ID: 882681109	Meeting ID: 1222958
Record Date: 03/19/2018	Meeting Type: Annual	Ticker: TXRH	
Primary CUSIP: 882681109	Primary ISIN: US8826811098	Primary SEDOL: B033TJ7	Proxy Level: 3
	Shares Voted: 2,629	Votable Shares: 2,629	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,629	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Kent Taylor	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1.2	Elect Director James R. Zarley	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Texas Roadhouse, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	2,629	2,629
Total Shares:							2,629	2,629

Aetna Inc.

Meeting Date: 05/18/2018	Country: USA	Primary Security ID: 00817Y108	Meeting ID: 1223712
Record Date: 03/16/2018	Meeting Type: Annual	Ticker: AET	
Primary CUSIP: 00817Y108	Primary ISIN: US00817Y1082	Primary SEDOL: 2695921	Proxy Level: 3
Total Ballots: 1	Shares Voted: 121	Votable Shares: 121	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 121

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Mark T. Bertolini	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Frank M. Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Molly J. Coye	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Roger N. Farah	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Jeffrey E. Garten	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Ellen M. Hancock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

**Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.*

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Aetna Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Richard J. Harrington	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Edward J. Ludwig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1j	Elect Director Olympia J. Snowe	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although concerns are noted, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4A	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as additional disclosure of the company's policies and management level oversight for lobbying activities and for its direct and indirect lobbying activities would help shareholders better assess the company's comprehensive public policy activities, as well as the risks and benefits associated with the company's participation in the public policy process.</i>							
4B	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the company currently provides shareholders the right to call a special meeting at the lowest ownership threshold by Pennsylvania state law.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	121	121
Total Shares:							121	121

CBRE Group, Inc.

Meeting Date: 05/18/2018	Country: USA	Primary Security ID: 12504L109	Meeting ID: 1222782
Record Date: 03/20/2018	Meeting Type: Annual	Ticker: CBRE	
Primary CUSIP: 12504L109	Primary ISIN: US12504L1098	Primary SEDOL: B6WVMH3	Proxy Level: 4

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

CBRE Group, Inc.

Shares Voted: 2,180

Votable Shares: 2,180

*Shares on Loan: 0

Shares Instructed: 2,180

Total Ballots: 2

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brandon B. Boze	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Beth F. Cobert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Curtis F. Feeny	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Christopher T. Jenny	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Gerardo I. Lopez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Paula R. Reynolds	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Robert E. Sulentic	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Laura D. Tyson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Ray Wirta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1j	Elect Director Sanjiv Yajnik	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

CBRE Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to call a special meeting at a lower 25 percent ownership threshold would be an improvement over the currently required 30 percent threshold. However, a competing shareholder proposal (Item 5) requests a 10 percent ownership threshold, which shareholders may view as more reasonable for a company of this size.									
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as a 10 percent ownership threshold would be more appropriate for a company of this size and provide for the right to be used by greater groups of shareholders. However, it is recommended that shareholders also vote in favor of the management proposal which seeks to lower the ownership threshold to 25 percent. The management proposal, if approved, will result in a lower threshold, whereas this proposal, while non-binding, would convey shareholder support for a more meaningful threshold.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	2,053	2,053
Socially Responsible Investing, 020407420243		6728029075	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	127	127
Total Shares:								2,180	2,180

Chesapeake Energy Corporation

Meeting Date: 05/18/2018	Country: USA	Primary Security ID: 165167107	Meeting ID: 1223759
Record Date: 03/19/2018	Meeting Type: Annual	Ticker: CHK	
Primary CUSIP: 165167107	Primary ISIN: US1651671075	Primary SEDOL: 2182779	Proxy Level: 3
Shares Voted: 1,008	Votable Shares: 1,008	*Shares on Loan: 0	Shares Instructed: 1,008
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gloria R. Boyland	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i></p>							
1b	Elect Director Luke R. Corbett	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. Votes AGAINST compensation committee members Luke Corbett, Archie Dunham, and Merrill (Pete) Miller Jr. are warranted for limited responsiveness to two consecutive years of low say-on-pay support.</i></p>							
1c	Elect Director Archie W. Dunham	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. Votes AGAINST compensation committee members Luke Corbett, Archie Dunham, and Merrill (Pete) Miller Jr. are warranted for limited responsiveness to two consecutive years of low say-on-pay support.</i></p>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Chesapeake Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Leslie Starr Keating	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Robert D. "Doug" Lawler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director R. Brad Martin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Merrill A. "Pete" Miller, Jr.	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. Votes AGAINST compensation committee members Luke Corbett, Archie Dunham, and Merrill (Pete) Miller Jr. are warranted for limited responsiveness to two consecutive years of low say-on-pay support.</i>						
1h	Elect Director Thomas L. Ryan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee demonstrated limited responsiveness to last year's low say-on-pay support level. Further, the CEO's pay was flat, while shareholder returns continued to deteriorate. The CEO received an above-target payout under the short-term program, where certain goals were set below the prior year's performance. In addition, although the number of underlying shares declined from the prior year, equity awards remained majority time-based.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as additional disclosure of the company's memberships and expenditures on trade associations and other public advocacy groups would help shareholders better assess the company's comprehensive public policy activities, as well as the risks and benefits associated with the company's participation in the public policy process.</i>						
5	Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company does not disclose sufficient information on the impact that climate change-related regulations and a reduced demand for its products might have on the company and its operations, nor does it discuss the actions that it is taking to mitigate these risks.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/05/2018	Auto-Approved	05/05/2018	1,008	1,008
Total Shares:							1,008	1,008

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Five9, Inc.

Meeting Date: 05/18/2018	Country: USA	Primary Security ID: 338307101	Meeting ID: 1221314
Record Date: 03/22/2018	Meeting Type: Annual	Ticker: FIVN	
Primary CUSIP: 338307101	Primary ISIN: US3383071012	Primary SEDOL: BKY7X18	Proxy Level: 3
	Shares Voted: 6,366	Votable Shares: 6,366	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 6,366

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael Burdick	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Michael Burdick and David DeWalt given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.2	Elect Director David DeWalt	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Michael Burdick and David DeWalt given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. The nominee attended less than 75% of the board and committee meetings that they were scheduled to attend during the previous fiscal year without a valid excuse. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/03/2018	Auto-Approved	05/03/2018	6,366	6,366
Total Shares:							6,366	6,366

Macy's, Inc.

Meeting Date: 05/18/2018	Country: USA	Primary Security ID: 55616P104	Meeting ID: 1221884
Record Date: 03/23/2018	Meeting Type: Annual	Ticker: M	
Primary CUSIP: 55616P104	Primary ISIN: US55616P1049	Primary SEDOL: 2345022	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Macy's, Inc.

Shares Voted: 2,070 **Votable Shares:** 2,070 ***Shares on Loan:** 0 **Shares Instructed:** 2,070

Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francis S. Blake	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director John A. Bryant	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Deirdre P. Connelly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Jeff Gennette	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Leslie D. Hale	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director William H. Lenehan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Sara Levinson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Joyce M. Roche	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Paul C. Varga	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1j	Elect Director Marna C. Whittington	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/25/2018	Auto-Approved	04/25/2018	2,070	2,070

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Macy's, Inc.

Total Shares: 2,070 2,070

Weyerhaeuser Company

Meeting Date: 05/18/2018	Country: USA	Primary Security ID: 962166104	Meeting ID: 1222491
Record Date: 03/23/2018	Meeting Type: Annual	Ticker: WY	
Primary CUSIP: 962166104	Primary ISIN: US9621661043	Primary SEDOL: 2958936	Proxy Level: 3
	Shares Voted: 5,969	Votable Shares: 5,969	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 5,969

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark A. Emmert	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.2	Elect Director Rick R. Holley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.3	Elect Director Sara Grootwassink Lewis	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.4	Elect Director John F. Morgan, Sr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.5	Elect Director Nicole W. Piasecki	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.6	Elect Director Marc F. Racicot	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.7	Elect Director Lawrence A. Selzer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.8	Elect Director Doyle R. Simons	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.9	Elect Director D. Michael Steuert	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Weyerhaeuser Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Kim Williams	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1.11	Elect Director Charles R. Williamson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	5,969	5,969
Total Shares:							5,969	5,969

Enscopl

Meeting Date: 05/21/2018	Country: United Kingdom	Primary Security ID: G3157S106	Meeting ID: 1220075
Record Date: 03/26/2018	Meeting Type: Annual	Ticker: ESV	
Primary CUSIP: 29358Q109	Primary ISIN: GB00B4VLR192	Primary SEDOL: B4VLR19	Proxy Level: N/A
	Shares Voted: 1,920	Votable Shares: 1,920	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,920	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director J. Roderick Clark	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1b	Elect Director Roxanne J. Decyk	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1c	Elect Director Mary E. Francis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Enesco plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director C. Christopher Gaut	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director Jack E. Golden	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1f	Elect Director Gerald W. Haddock	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1g	Elect Director Francis S. Kalman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1h	Elect Director Keith O. Rattie	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1i	Elect Director Paul E. Rowsey, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1j	Elect Director Carl G. Trowell	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1k	Elect Director Phil D. Wedemeyer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
2	Ratify KPMG LLP as US Independent Auditor	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Appoint KPMG LLP as UK Statutory Auditor	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item and no corporate governance concerns have been identified.</i>						
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Enesco plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: As the company is classified as a US domestic issuer, and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned with the US say-on-pay analysis. Accordingly, a vote AGAINST is warranted.</i>							
7	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. NEOs were awarded two-year, cash-based awards to NEOs that are not tied to any performance criteria. Additionally, the TSR component of the long-term program lacks a limit on awards if TSR is negative over the measurement period.</i>							
8	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>							
9	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the size of the requested authority is capped at a reasonable limit.</i>							
10	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
11	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
12	Authorize Issue of Equity without Pre-emptive Rights In Connection with an Acquisition or Specified Capital Investment	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/08/2018	Auto-Approved	05/08/2018	1,920	1,920
Total Shares:							1,920	1,920

Royal Caribbean Cruises Ltd.

Meeting Date: 05/21/2018	Country: Liberia	Primary Security ID: V7780T103	Meeting ID: 1231481
Record Date: 04/18/2018	Meeting Type: Annual	Ticker: RCL	
Primary CUSIP: V7780T103	Primary ISIN: LR0008862868	Primary SEDOL: 2754907	Proxy Level: N/A

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Royal Caribbean Cruises Ltd.

Shares Voted: 630

Votable Shares: 630

*Shares on Loan: 0

Shares Instructed: 630

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John F. Brock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Richard D. Fain	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director William L. Kimsey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Maritza G. Montiel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Ann S. Moore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Eyal M. Ofer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Thomas J. Pritzker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director William K. Reilly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Bernt Reitan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1j	Elect Director Vagn O. Sorensen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1k	Elect Director Donald Thompson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1l	Elect Director Arne Alexander Wilhelmsen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Royal Caribbean Cruises Ltd.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/04/2018	Auto-Approved	05/04/2018	630	630
Total Shares:							630	630

Gap Inc.

Meeting Date: 05/22/2018 **Country:** USA **Primary Security ID:** 364760108 **Meeting ID:** 1225393
Record Date: 03/26/2018 **Meeting Type:** Annual **Ticker:** GPS

Primary CUSIP: 364760108 **Primary ISIN:** US3647601083 **Primary SEDOL:** 2360326 **Proxy Level:** 3

Shares Voted: 340 **Votable Shares:** 340 ***Shares on Loan:** 0 **Shares Instructed:** 340

Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert J. Fisher	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director William S. Fisher	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Tracy Gardner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Brian Goldner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Isabella D. Goren	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Bob L. Martin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Jorge P. Montoya	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Chris O'Neill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Arthur Peck	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Gap Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1j	Elect Director Mayo A. Shattuck, III	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.									
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that pay and performance are reasonably aligned for the year under review.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	05/02/2018	Auto-Approved	05/02/2018	340	340
Total Shares:								340	340

Merck & Co., Inc.

Meeting Date: 05/22/2018	Country: USA	Primary Security ID: 58933Y105	Meeting ID: 1224423
Record Date: 03/28/2018	Meeting Type: Annual	Ticker: MRK	
Primary CUSIP: 58933Y105	Primary ISIN: US58933Y1055	Primary SEDOL: 2778844	Proxy Level: 3
Shares Voted: 8,799		Votable Shares: 8,799	*Shares on Loan: 0
Total Ballots: 2		Voting Policy: UUA	Shares Instructed: 8,799

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leslie A. Brun	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Thomas R. Cech	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Pamela J. Craig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Kenneth C. Frazier	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1f	Elect Director Rochelle B. Lazarus	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director John H. Noseworthy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Paul B. Rothman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Craig B. Thompson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Inge G. Thulin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1l	Elect Director Wendell P. Weeks	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1m	Elect Director Peter C. Wendell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	8,744	8,744
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	55	55

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Merck & Co., Inc.

Total Shares:	8,799	8,799
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Microsemi Corporation

Meeting Date: 05/22/2018	Country: USA	Primary Security ID: 595137100	Meeting ID: 1230036
Record Date: 04/10/2018	Meeting Type: Special	Ticker: MSCC	
Primary CUSIP: 595137100	Primary ISIN: US5951371005	Primary SEDOL: 2588140	Proxy Level: 5
	Shares Voted: 2,834	Votable Shares: 2,834	*Shares on Loan: 0
			Shares Instructed: 2,834
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted. In light of the premium, positive market reaction, and thorough sales process, support for the transaction is warranted.</i>						
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While much of the NEOs' equity is subject to single trigger vesting, a portion of the awards will be assumed by the acquirer. Additionally, cash severance is double trigger and of a reasonable basis. Furthermore, while CEO Peterson is eligible for an excise tax gross-up according to an existing agreement, it is not payable in connection with the merger.</i>						
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Given that the underlying transaction warrants shareholder support, a vote FOR this proposal is also warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	2,834	2,834
Total Shares:							2,834	2,834

Nielsen Holdings plc

Meeting Date: 05/22/2018	Country: United Kingdom	Primary Security ID: G6518L108	Meeting ID: 1224438
Record Date: 03/23/2018	Meeting Type: Annual	Ticker: NLSN	
Primary CUSIP: N/A	Primary ISIN: GB00BWFY5505	Primary SEDOL: BWFY550	Proxy Level: N/A

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Nielsen Holdings plc

Shares Voted: 310

Votable Shares: 310

*Shares on Loan: 0

Shares Instructed: 310

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James A. Attwood, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Mitch Barns	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Guerrino De Luca	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Karen M. Hoguet	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Harish Manwani	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director Robert C. Pozen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director David Rawlinson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Javier G. Teruel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director Lauren Zalaznick	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Reappoint Ernst & Young LLP as UK Statutory Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Authorize the Audit Committee to Fix Remuneration of UK Statutory Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item and no corporate governance concerns have been identified.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Nielsen Holdings plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. However, the discretionary nature of the annual incentive program, as well as successive increases in equity compensation awards, warrant continued monitoring by shareholders.</i>							
6	Approve Remuneration Report	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: As the company is classified as a US domestic issuer, and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Accordingly, a vote FOR this item is warranted.</i>							
7	Approve Remuneration Policy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. As the company is classified as a US domestic issuer, and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Although some features of the remuneration policy do not align with market practice for UK-listed companies, they are consistent with US practice.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	310	310
Total Shares:							310	310

PG&E Corporation

Meeting Date: 05/22/2018	Country: USA	Primary Security ID: 69331C108	Meeting ID: 1216865
Record Date: 03/23/2018	Meeting Type: Annual	Ticker: PCG	
Primary CUSIP: 69331C108	Primary ISIN: US69331C1080	Primary SEDOL: 2689560	Proxy Level: 3
Shares Voted: 120	Votable Shares: 120	*Shares on Loan: 0	Shares Instructed: 120
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lewis Chew	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Fred J. Fowler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Richard C. Kelly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

PG&E Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Roger H. Kimmel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director Richard A. Meserve	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director Forrest E. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director Eric D. Mullins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director Rosendo G. Parra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.9	Elect Director Barbara L. Rambo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.10	Elect Director Anne Shen Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.11	Elect Director Geisha J. Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Cease Charitable Contributions	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because it is too prescriptive. Given the absence of bad faith, self-dealing, or gross negligence, management should determine which, and if, contributions are in the best interests of the company.</i>							
5	Amend Proxy Access Right	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendments would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	120	120
Total Shares:							120	120

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

PG&E Corporation

Principal Financial Group, Inc.

Meeting Date: 05/22/2018	Country: USA	Primary Security ID: 74251V102	Meeting ID: 1224426
Record Date: 03/28/2018	Meeting Type: Annual	Ticker: PFG	
Primary CUSIP: 74251V102	Primary ISIN: US74251V1026	Primary SEDOL: 2803014	Proxy Level: 3
	Shares Voted: 1,929	Votable Shares: 1,929	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,929

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger C. Hochschild	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director Daniel J. Houston	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Diane C. Nordin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.4	Elect Director Elizabeth E. Tallett	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance appear reasonably aligned at this time.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	1,929	1,929
Total Shares:							1,929	1,929

Southwestern Energy Company

Meeting Date: 05/22/2018	Country: USA	Primary Security ID: 845467109	Meeting ID: 1226985
Record Date: 03/23/2018	Meeting Type: Annual	Ticker: SWN	
Primary CUSIP: 845467109	Primary ISIN: US8454671095	Primary SEDOL: 2828619	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Southwestern Energy Company

Shares Voted: 147

Votable Shares: 147

*Shares on Loan: 0

Shares Instructed: 147

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John D. Gass	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.2	Elect Director Catherine A. Kehr	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.3	Elect Director Greg D. Kerley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.4	Elect Director Gary P. Luquette	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.5	Elect Director Jon A. Marshall	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.6	Elect Director Patrick M. Prevost	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.7	Elect Director Terry W. Rathert	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1.8	Elect Director William J. Way	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The magnitude of the CEO's equity grant is relatively large in the context of the company's steeply negative short- and long-term returns. The lack of goal disclosure for the performance-conditioned component underscores concerns around the magnitude and inability to assess the rigor of the program.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	147	147

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Southwestern Energy Company

Total Shares: 147 147

AvalonBay Communities, Inc.

Meeting Date: 05/23/2018	Country: USA	Primary Security ID: 053484101	Meeting ID: 1223691
Record Date: 03/09/2018	Meeting Type: Annual	Ticker: AVB	
Primary CUSIP: 053484101	Primary ISIN: US0534841012	Primary SEDOL: 2131179	Proxy Level: 3
	Shares Voted: 580	Votable Shares: 580	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 580	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glyn F. Aeppel	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST Nominating and Corporate Governance Committee members H. Jay Sarles, Glyn Aeppel, Terry Brown, Peter Rummell and W. Edward Walter for a material governance failure. The company's governing documents excessively restrict shareholders ability to amend the company bylaws. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1b	Elect Director Terry S. Brown	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST Nominating and Corporate Governance Committee members H. Jay Sarles, Glyn Aeppel, Terry Brown, Peter Rummell and W. Edward Walter for a material governance failure. The company's governing documents excessively restrict shareholders ability to amend the company bylaws. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1c	Elect Director Alan B. Buckelew	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1d	Elect Director Ronald L. Havner, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director Stephen P. Hills	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						
1f	Elect Director Richard J. Lieb	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director Timothy J. Naughton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Peter S. Rummell	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST Nominating and Corporate Governance Committee members H. Jay Sarles, Glyn Aeppel, Terry Brown, Peter Rummell and W. Edward Walter for a material governance failure. The company's governing documents excessively restrict shareholders ability to amend the company bylaws. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

AvalonBay Communities, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director H. Jay Sarles	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Vote AGAINST Nominating and Corporate Governance Committee members H. Jay Sarles, Glyn Aeppel, Terry Brown, Peter Rummell and W. Edward Walter for a material governance failure. The company's governing documents excessively restrict shareholders ability to amend the company bylaws. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1j	Elect Director Susan Swanezy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1k	Elect Director W. Edward Walter	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Vote AGAINST Nominating and Corporate Governance Committee members H. Jay Sarles, Glyn Aeppel, Terry Brown, Peter Rummell and W. Edward Walter for a material governance failure. The company's governing documents excessively restrict shareholders ability to amend the company bylaws. The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
2	Ratify Ernst & Young as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Though some concerns are noted, pay and performance are reasonably aligned for the year under review.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	580	580
Total Shares:							580	580

BlackRock, Inc.

Meeting Date: 05/23/2018	Country: USA	Primary Security ID: 09247X101	Meeting ID: 1227308
Record Date: 03/29/2018	Meeting Type: Annual	Ticker: BLK	
Primary CUSIP: 09247X101	Primary ISIN: US09247X1019	Primary SEDOL: 2494504	Proxy Level: 3
	Shares Voted: 90	Votable Shares: 90	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 90

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mathis Cabiallavetta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Pamela Daley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director William S. Demchak	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Jessica P. Einhorn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Laurence D. Fink	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director William E. Ford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Fabrizio Freda	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Murry S. Gerber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Margaret L. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Robert S. Kapito	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Deryck Maughan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Cheryl D. Mills	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1m	Elect Director Gordon M. Nixon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1n	Elect Director Charles H. Robbins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1o	Elect Director Ivan G. Seidenberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1p	Elect Director Marco Antonio Slim Domit	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1q	Elect Director Susan L. Wagner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1r	Elect Director Mark Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Though some concerns are noted, pay and performance are reasonably aligned at present.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify Deloitte LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related expenditures, trade association payments, and board-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	78	78
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	12	12
Total Shares:							90	90

Boston Properties, Inc.

Meeting Date: 05/23/2018	Country: USA	Primary Security ID: 101121101	Meeting ID: 1223056
Record Date: 03/28/2018	Meeting Type: Annual	Ticker: BXP	
Primary CUSIP: 101121101	Primary ISIN: US1011211018	Primary SEDOL: 2019479	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Boston Properties, Inc.

Shares Voted: 150

Votable Shares: 150

*Shares on Loan: 0

Shares Instructed: 150

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kelly A. Ayotte	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.2	Elect Director Bruce W. Duncan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.3	Elect Director Karen E. Dykstra	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.4	Elect Director Carol B. Einiger	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.5	Elect Director Jacob A. Frenkel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.6	Elect Director Joel I. Klein	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.7	Elect Director Douglas T. Linde	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.8	Elect Director Matthew J. Lustig	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.9	Elect Director Owen D. Thomas	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.10	Elect Director Martin Turchin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.11	Elect Director David A. Twardock	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance appear reasonably aligned at this time.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Boston Properties, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	04/23/2018	Auto-Approved	04/23/2018	150	150
Total Shares:							150	150

Brandywine Realty Trust

Meeting Date: 05/23/2018	Country: USA	Primary Security ID: 105368203	Meeting ID: 1221289
Record Date: 03/28/2018	Meeting Type: Annual	Ticker: BDN	
Primary CUSIP: 105368203	Primary ISIN: US1053682035	Primary SEDOL: 2518954	Proxy Level: 4
Total Ballots: 1	Shares Voted: 1,470	Votable Shares: 1,470	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,470

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James C. Diggs	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Wyche Fowler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director H. Richard Haverstick, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Terri A. Herubin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Michael J. Joyce	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Anthony A. Nichols, Sr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Charles P. Pizzi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

**Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.*

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Brandywine Realty Trust

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1h	Elect Director Gerard H. Sweeney	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.									
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
4	Reduce Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For		
5	Opt Out of the State's Control Share Acquisition Law	Mgmt	Yes	For	For	For	For		
6	Amend Declaration of Trust to Provide Shareholders the Ability to Amend the Bylaws	Mgmt	Yes	For	For	For	For		
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	1,470	1,470
Total Shares:								1,470	1,470

Illumina, Inc.

Meeting Date: 05/23/2018	Country: USA	Primary Security ID: 452327109	Meeting ID: 1223729
Record Date: 03/29/2018	Meeting Type: Annual	Ticker: ILMN	
Primary CUSIP: 452327109	Primary ISIN: US4523271090	Primary SEDOL: 2613990	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,700	Votable Shares: 2,700	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,700

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jay T. Flatley	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director John W. Thompson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Gary S. Guthart	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Illumina, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year under review.									
4	Declassify the Board of Directors	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that declassification would enhance board accountability.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511		6728029078	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	2,700	2,700
Total Shares:								2,700	2,700

Molson Coors Brewing Company

Meeting Date: 05/23/2018	Country: USA	Primary Security ID: 60871R209	Meeting ID: 1222761
Record Date: 03/29/2018	Meeting Type: Annual	Ticker: TAP	
Primary CUSIP: 60871R209	Primary ISIN: US60871R2094	Primary SEDOL: B067BM3	Proxy Level: 3
	Shares Voted: 743	Votable Shares: 743	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 743	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger G. Eaton	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.2	Elect Director Charles M. Herington	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.3	Elect Director H. Sanford Riley	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Molson Coors Brewing Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	743	743
Total Shares:							743	743

QCR Holdings, Inc.

Meeting Date: 05/23/2018 **Country:** USA **Primary Security ID:** 74727A104 **Meeting ID:** 1227639
Record Date: 03/29/2018 **Meeting Type:** Annual **Ticker:** QCRH

Primary CUSIP: 74727A104 **Primary ISIN:** US74727A1043 **Primary SEDOL:** 2714257 **Proxy Level:** 3

Shares Voted: 2,675 **Votable Shares:** 2,675 ***Shares on Loan:** 0 **Shares Instructed:** 2,675

Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary Kay Bates	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director John-Paul E. Besong	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Todd A. Gipple	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Donna J. Sorensen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
4	Ratify RSM US LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	2,675	2,675
Total Shares:							2,675	2,675

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

QCR Holdings, Inc.

Apache Corporation

Meeting Date: 05/24/2018	Country: USA	Primary Security ID: 037411105	Meeting ID: 1224149
Record Date: 03/26/2018	Meeting Type: Annual	Ticker: APA	

Primary CUSIP: 037411105	Primary ISIN: US0374111054	Primary SEDOL: 2043962	Proxy Level: 3
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Shares Voted: 380	Votable Shares: 380	*Shares on Loan: 0	Shares Instructed: 380
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Total Ballots: 1	Voting Policy: UUA
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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Annell R. Bay	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Elect Director John J. Christmann, IV	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
3	Elect Director Chansoo Joung	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
4	Elect Director Rene R. Joyce	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
5	Elect Director George D. Lawrence	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
6	Elect Director John E. Lowe	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
7	Elect Director William C. Montgomery	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
8	Elect Director Amy H. Nelson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
9	Elect Director Daniel W. Rabun	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
10	Elect Director Peter A. Ragauss	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
11	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Apache Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against		
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The CEO received a large base salary increase, which also resulted in a sizable increase in his target STI opportunity. The STI program's strategic goals have a relatively large weighting of 50 percent and the committee assessed strategic goal performance well above target when most objective operational goals were achieved significantly below target. Finally, the relative TSR metric targets the middle of the comparator group, and the CEO's LTI grant value increased during a period of sustained negative shareholder returns.</i>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	380	380
Total Shares:								380	380

Belden Inc.

Meeting Date: 05/24/2018	Country: USA	Primary Security ID: 077454106	Meeting ID: 1222591
Record Date: 03/27/2018	Meeting Type: Annual	Ticker: BDC	
Primary CUSIP: 077454106	Primary ISIN: US0774541066	Primary SEDOL: B01WL78	Proxy Level: 3
Shares Voted: 2,148	Votable Shares: 2,148	*Shares on Loan: 0	Shares Instructed: 2,148
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David J. Aldrich	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i></p>							
1b	Elect Director Lance C. Balk	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i></p>							
1c	Elect Director Steven W. Berglund	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i></p>							
1d	Elect Director Diane D. Brink	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i></p>							
1e	Elect Director Judy L. Brown	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i></p>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Belden Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Bryan C. Cressey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1g	Elect Director Jonathan C. Klein	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1h	Elect Director George E. Minnich	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1i	Elect Director John M. Monter	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1j	Elect Director John S. Stroup	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Payouts, or lack thereof, under the short- and long-term performance programs are commensurate with the company's recent performance. That said, concerns remain regarding the design of the TSR component of the PSU incentive, as target performance is attained for merely median performance. Shareholders should continue to monitor the CEO's pay package going forward.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	2,148	2,148
Total Shares:							2,148	2,148

Euronet Worldwide, Inc.

Meeting Date: 05/24/2018	Country: USA	Primary Security ID: 298736109	Meeting ID: 1227594
Record Date: 03/26/2018	Meeting Type: Annual	Ticker: EEF	
Primary CUSIP: 298736109	Primary ISIN: US2987361092	Primary SEDOL: 2320148	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Euronet Worldwide, Inc.

Shares Voted: 1,679 **Votable Shares:** 1,679 ***Shares on Loan:** 0 **Shares Instructed:** 1,679

Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas A. McDonnell	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
1.2	Elect Director Paul S. Althasen	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	1,679	1,679
Total Shares:							1,679	1,679

Flowserve Corporation

Meeting Date: 05/24/2018 **Country:** USA **Primary Security ID:** 34354P105 **Meeting ID:** 1226969

Record Date: 03/29/2018 **Meeting Type:** Annual **Ticker:** FLS

Primary CUSIP: 34354P105 **Primary ISIN:** US34354P1057 **Primary SEDOL:** 2288406 **Proxy Level:** 3

Shares Voted: 90 **Votable Shares:** 90 ***Shares on Loan:** 0 **Shares Instructed:** 90

Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director R. Scott Rowe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Ruby R. Chandy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Leif E. Darner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Flowserve Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Gayla J. Delly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Roger L. Fix	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director John R. Friedery	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Joe E. Harlan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Rick J. Mills	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director David E. Roberts	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The increase in CEO pay is primarily attributable to the appointment of a new CEO and his receipt of sign-on awards. The proxy does not adequately explain the rationale for the sign-on award or the non-prorated annual incentive. However, these concerns are outweighed by strong mitigators in the regular incentive programs. The STI program utilized objective metrics with rigorous goals and the below-target payouts are reasonable. The LTI program is also performance-based and the relative goals target above the median, enhancing the rigor of the program. The most recent closing cycle of performance equity was forfeited, in alignment with long-term performance. Shareholders should expect CEO total pay to normalize going forward.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Adopt GHG Emissions Reduction Goals	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as creating and disclosing metrics and goals for greenhouse gas emissions reductions would allow shareholders to better assess the company's management of these emissions and related performance.</i>							
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent by less than unanimous consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	90	90
Total Shares:							90	90

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Flowserve Corporation

Inphi Corporation

Meeting Date: 05/24/2018	Country: USA	Primary Security ID: 45772F107	Meeting ID: 1232995
Record Date: 04/13/2018	Meeting Type: Annual	Ticker: IPHI	
Primary CUSIP: 45772F107	Primary ISIN: US45772F1075	Primary SEDOL: B5TRVW5	Proxy Level: 3
	Shares Voted: 4,939	Votable Shares: 4,939	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,939

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Diosdado P. Banatao	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Ford Tamer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director William J. Ruehle	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	4,939	4,939
Total Shares:							4,939	4,939

Merit Medical Systems, Inc.

Meeting Date: 05/24/2018	Country: USA	Primary Security ID: 589889104	Meeting ID: 1227598
Record Date: 03/28/2018	Meeting Type: Annual	Ticker: MMSI	
Primary CUSIP: 589889104	Primary ISIN: US5898891040	Primary SEDOL: 2580555	Proxy Level: 3

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Merit Medical Systems, Inc.

Shares Voted: 3,037

Votable Shares: 3,037

*Shares on Loan: 0

Shares Instructed: 3,037

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director A. Scott Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Fred P. Lampropoulos	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Franklin J. Miller	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
2	Approve Increase in Size of Board	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The requested increase appears to be appropriate for a company of this size, and there is no evidence suggesting that the proposal is an attempt to entrench current management.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concerns are noted, pay and performance are reasonably aligned at this time and the Compensation Committee adequately responded to the relatively low level of shareholder support for last year's say-on-pay proposal.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	3,037	3,037
Total Shares:							3,037	3,037

Morgan Stanley

Meeting Date: 05/24/2018

Country: USA

Primary Security ID: 617446448

Meeting ID: 1223733

Record Date: 03/26/2018

Meeting Type: Annual

Ticker: MS

Primary CUSIP: 617446448

Primary ISIN: US6174464486

Primary SEDOL: 2262314

Proxy Level: 3

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Morgan Stanley

Shares Voted: 3,397

Votable Shares: 3,397

*Shares on Loan: 0

Shares Instructed: 3,397

Total Ballots: 2

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elizabeth Corley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than '2' public companies.</i>						
1b	Elect Director Alistair Darling	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than '2' public companies.</i>						
1d	Elect Director James P. Gorman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Robert H. Herz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than '2' public companies.</i>						
1f	Elect Director Nobuyuki Hirano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Jami Miscik	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Dennis M. Nally	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Hutham S. Olayan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Ryosuke Tamakoshi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Morgan Stanley

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.								
4	Prohibit Accelerated Vesting of Awards to Pursue Government Service	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders should not have to incur the costs associated with an executive's personal decision to enter government service. Further, policies providing for special compensation arrangements to enter into government service are uncommon, and the proposal is sufficiently tailored to address legitimate concerns.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	3,292	3,292
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	105	105
Total Shares:							3,397	3,397

J. C. Penney Company, Inc.

Meeting Date: 05/25/2018	Country: USA	Primary Security ID: 708160106	Meeting ID: 1224436
Record Date: 03/26/2018	Meeting Type: Annual	Ticker: JCP	
Primary CUSIP: 708160106	Primary ISIN: US7081601061	Primary SEDOL: 2680303	Proxy Level: 3
	Shares Voted: 120	Votable Shares: 120	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 120	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul J. Brown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Marvin R. Ellison	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Amanda Ginsberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Wonya Y. Lucas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

J. C. Penney Company, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director B. Craig Owens	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Lisa A. Payne	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Debora A. Plunkett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Leonard H. Roberts	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Javier G. Teruel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1j	Elect Director R. Gerald Turner	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1k	Elect Director Ronald W. Tysoe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, but with caution. A majority of the CEO's LTI awards are performance-based and the prior cycle performance awards were earned below target, in line with long-term company underperformance. In addition, beginning in 2018, LTI awards will be 75 percent performance-based, which should strengthen the alignment between pay and performance going forward. Further, while the CEO is entitled to a high target annual compensation opportunity, the annual incentive is based entirely on pre-established financial measures and was earned below target. These factors mitigate the disconnect for the year under review.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/12/2018	Auto-Approved	05/12/2018	120	120
Total Shares:							120	120

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Nordstrom, Inc.

Meeting Date: 05/29/2018	Country: USA	Primary Security ID: 655664100	Meeting ID: 1229648
Record Date: 03/19/2018	Meeting Type: Annual	Ticker: JWN	
Primary CUSIP: 655664100	Primary ISIN: US6556641008	Primary SEDOL: 2641827	Proxy Level: 3
	Shares Voted: 1,270	Votable Shares: 1,270	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,270

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shellye L. Archambeau	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1b	Elect Director Stacy Brown-Philpot	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Tanya L. Domier	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1d	Elect Director Blake W. Nordstrom	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Erik B. Nordstrom	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Peter E. Nordstrom	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Philip G. Satre	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Brad D. Smith	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1i	Elect Director Gordon A. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Bradley D. Tilden	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1k	Elect Director B. Kevin Turner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Nordstrom, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	05/17/2018	Auto-Approved	05/17/2018	1,270	1,270
Total Shares:								1,270	1,270

Amazon.com, Inc.

Meeting Date: 05/30/2018	Country: USA	Primary Security ID: 023135106	Meeting ID: 1229242
Record Date: 04/05/2018	Meeting Type: Annual	Ticker: AMZN	
Primary CUSIP: 023135106	Primary ISIN: US0231351067	Primary SEDOL: 2000019	Proxy Level: 3
	Shares Voted: 1,125	Votable Shares: 1,125	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 1,125

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1b	Elect Director Tom A. Alberg	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1c	Elect Director Jamie S. Gorelick	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1d	Elect Director Daniel P. Huttenlocher	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1e	Elect Director Judith A. McGrath	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Jonathan J. Rubinstein	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1g	Elect Director Thomas O. Ryder	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1h	Elect Director Patricia Q. Stonesifer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1i	Elect Director Wendell P. Weeks	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted, but with caution. The company's compensation practices raise some concerns, including periodic equity incentives that are primarily discretionary in nature and entirely time-vesting. Further, given that the company's incentive programs lack preset performance criteria, this practice may result in a misalignment in the future. Concerns are mitigated for the year under review, however, as total CEO pay is substantially lower than that of peer company CEOs, and therefore pay is reasonably aligned with performance at this time.</i>						
4	Adopt Policy on Board Diversity *Withdrawn Resolution*	SH	No				
5	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						
6	Provide Vote Counting to Exclude Abstentions	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted as the company has adopted a consistent vote threshold for management and shareholder proposals, both of which count abstentions.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	1,121	1,121
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	4	4
Total Shares:							1,125	1,125

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Chevron Corporation

Meeting Date: 05/30/2018	Country: USA	Primary Security ID: 166764100	Meeting ID: 1225381
Record Date: 04/02/2018	Meeting Type: Annual	Ticker: CVX	
Primary CUSIP: 166764100	Primary ISIN: US1667641005	Primary SEDOL: 2838555	Proxy Level: 3
	Shares Voted: 193	Votable Shares: 193	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 193

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director John B. Frank	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1c	Elect Director Alice P. Gast	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Charles W. Moorman, IV	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Dambisa F. Moyo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Ronald D. Sugar	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Inge G. Thulin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director D. James Umpleby, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Michael K. Wirth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association payments, would benefit shareholders in assessing its management of related risks.</i>							
5	Report on Risks of Doing Business in Conflict-Affected Areas	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as:- Chevron operates in certain international regions where governments have been associated with human rights violations;- Shareholders would appear to benefit from additional information on the assessment of adopting a policy of not doing business with governments that are complicit in genocide and/or crimes against humanity; and- The additional disclosure would allow shareholders to assess how the company is evaluating and managing related operational risks that have the potential to negatively affect shareholder value.</i>							
6	Report on Transition to a Low Carbon Business Model	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information about the impact that climate change-related regulations, including those aimed at limiting global temperature increases to 2 degrees Celsius, might have on the company and its operations.</i>							
7	Report on Methane Emissions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as comprehensive disclosure of the company's methane reduction policies, including performance metrics and oversight mechanisms, would enable shareholders to better understand how the company is managing its methane emissions and assess the effectiveness of the company's related efforts.</i>							
8	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
9	Require Director Nominee with Environmental Experience	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as Chevron does not appear to have a board member with relevant environmental expertise, the company is involved in environmental controversies, and the nature of its operations are subject to environmental risks.</i>							
10	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting and removing the agenda item restrictions would enhance the current shareholder right to call special meetings.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/21/2018	Auto-Approved	05/21/2018	193	193
Total Shares:							193	193

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

eBay Inc.

Meeting Date: 05/30/2018	Country: USA	Primary Security ID: 278642103	Meeting ID: 1228277
Record Date: 04/04/2018	Meeting Type: Annual	Ticker: EBAY	
Primary CUSIP: 278642103	Primary ISIN: US2786421030	Primary SEDOL: 2293819	Proxy Level: 4
	Shares Voted: 730	Votable Shares: 730	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 730

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred D. Anderson, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Anthony J. Bates	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Adriane M. Brown	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1d	Elect Director Diana Farrell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Logan D. Green	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Bonnie S. Hammer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Kathleen C. Mitic	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Pierre M. Omidyar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Paul S. Pressler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Robert H. Swan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Thomas J. Tierney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

eBay Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Devin N. Wenig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Ratify Existing Ownership Threshold for Shareholders to Call Special Meetings	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given concerns with the use of the ratification proposal to exclude a shareholder proposal, which would have sought a lower ownership threshold that would facilitate use of the right by groups of institutional shareholders.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/21/2018	Auto-Approved	05/21/2018	600	600
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/21/2018	Auto-Approved	05/21/2018	130	130
Total Shares:							730	730

Exxon Mobil Corporation

Meeting Date: 05/30/2018	Country: USA	Primary Security ID: 30231G102	Meeting ID: 1226823
Record Date: 04/04/2018	Meeting Type: Annual	Ticker: XOM	
Primary CUSIP: 30231G102	Primary ISIN: US30231G1022	Primary SEDOL: 2326618	Proxy Level: 3
	Shares Voted: 87	Votable Shares: 87	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 87

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Susan K. Avery	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Angela F. Braly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Ursula M. Burns	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Kenneth C. Frazier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director Steven A. Kandarian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	Elect Director Douglas R. Oberhelman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Samuel J. Palmisano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director Steven S Reinemund	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.9	Elect Director William C. Weldon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Darren W. Woods	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the committee was sufficiently responsive to last year's low say-on-pay vote, there are continuing concerns around the structure of incentive pay programs. The annual incentive program does not require growth in the earnings metric in order to maintain payouts at the same level as the prior year, and the program lacks a meaningful threshold requirement. Equity awards remained entirely time-vesting, although performance disclosure somewhat improved. However, the considerations involved in determining equity award size -- benchmarking, prior 10-year relative performance, and pay grades -- do not adequately demonstrate strong linkage to objective company performance. Given the lack of metric weightings and no disclosed pre-set threshold and target goals, it appears award sizes are ultimately determined by committee discretion. While recognizing that the new CEO's pay declined, the lack of forward-looking performance vesting criteria means that the large majority of top executive pay is earned merely by the passage of time.</i>						
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this non-binding proposal is warranted. This proposal would not require an immediate change in the board leadership structure, as it requests the policy requiring an independent chair be phased in for the next CEO transition. The role of the presiding director is not a sufficient counterbalance to the combined roles of CEO/chair, suggesting that the company could benefit from a policy to have an independent chair on a going-forward basis.</i>						
5	Amend Bylaws -- Call Special Meetings	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the ability of the holders of 10 percent of outstanding shares to call a special meeting would supplement shareholders' existing right under New Jersey law to petition the Superior Court to call a special meeting upon a showing of good cause.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
6	Disclose a Board Diversity and Qualifications Matrix	SH	Yes	Against	Against	For	For	
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to:- A policy to disclose the diversity at board level is consistent with the company's stated policies and current initiatives for promoting diversity at the workplace; and- The resolution does not appear to fetter the company's ability to promote or recruit experienced competent executives with suitable skill sets specific to the company's needs.</i>								
7	Report on lobbying Payments and Policy	SH	Yes	Against	For	For	For	
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related expenditures, trade association payments, and board-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/21/2018	Auto-Approved	05/21/2018	87	87
Total Shares:							87	87

Jones Lang LaSalle Incorporated

Meeting Date: 05/30/2018	Country: USA	Primary Security ID: 48020Q107	Meeting ID: 1230035
Record Date: 03/15/2018	Meeting Type: Annual	Ticker: JLL	
Primary CUSIP: 48020Q107	Primary ISIN: US48020Q1076	Primary SEDOL: 2040640	Proxy Level: 3
Total Ballots: 1	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hugo Bague	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Samuel A. Di Piazza, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Dame DeAnne Julius	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Sheila A. Penrose	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Ming Lu	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Jones Lang LaSalle Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Bridget Macaskill	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1g	Elect Director Martin H. Nesbitt	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Ann Marie Petach	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1i	Elect Director Shailesh Rao	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1j	Elect Director Christian Ulbrich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Following low support for the say-on-pay proposal in 2017, the company engaged with shareholders and made changes to address concerns that were raised. In addition, pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/21/2018	Auto-Approved	05/21/2018	100	100
Total Shares:							100	100

Marathon Oil Corporation

Meeting Date: 05/30/2018	Country: USA	Primary Security ID: 565849106	Meeting ID: 1227650
Record Date: 04/02/2018	Meeting Type: Annual	Ticker: MRO	
Primary CUSIP: 565849106	Primary ISIN: US5658491064	Primary SEDOL: 2910970	Proxy Level: 3
	Shares Voted: 4,410	Votable Shares: 4,410	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 4,410	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory H. Boyce	Mgmt	Yes	For	For	For	For

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Marathon Oil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Chadwick C. Deaton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Douglas L. Foshee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director M. Elise Hyland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director Michael E. J. Phelps - Withdrawn Resolution	Mgmt	No				
1g	Elect Director Dennis H. Reilley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director Lee M. Tillman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the size of the proposed increase is reasonable and there are no substantial concerns on the company's past share usage.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/21/2018	Auto-Approved	05/21/2018	4,280	4,280
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/21/2018	Auto-Approved	05/21/2018	130	130
Total Shares:							4,410	4,410

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Walmart, Inc.

Meeting Date: 05/30/2018	Country: USA	Primary Security ID: 931142103	Meeting ID: 1230705
Record Date: 04/06/2018	Meeting Type: Annual	Ticker: WMT	
Primary CUSIP: 931142103	Primary ISIN: US9311421039	Primary SEDOL: 2936921	Proxy Level: 3
	Shares Voted: 70	Votable Shares: 70	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 70

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen J. Easterbrook	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Sarah J. Friar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Carla A. Harris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Thomas W. Horton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1f	Elect Director Marissa A. Mayer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director C. Douglas McMillon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Gregory B. Penner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Steven S Reinemund	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director S. Robson Walton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Steuart L. Walton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted as pay and performance appear to be reasonably aligned at this time.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Walmart, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
5	Report on Race or Ethnicity Pay Gap	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR is warranted, as adoption of this proposal should serve to further strengthen the company's existing diversity initiatives. Additionally, given that other companies have shown support for eliminating inequality on pay and achieving ethnicity pay parity, it should not be prohibitively costly or unduly burdensome for the company to take on similar actions.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/21/2018	Auto-Approved	05/21/2018	70	70
Total Shares:							70	70

Williams-Sonoma, Inc.

Meeting Date: 05/30/2018	Country: USA	Primary Security ID: 969904101	Meeting ID: 1227645
Record Date: 04/02/2018	Meeting Type: Annual	Ticker: WSM	
Primary CUSIP: 969904101	Primary ISIN: US9699041011	Primary SEDOL: 2967589	Proxy Level: 3
Total Ballots: 1	Shares Voted: 210	Votable Shares: 210	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 210

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Laura Alber	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Adrian Bellamy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Anthony Greener	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director Robert Lord	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Williams-Sonoma, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Grace Puma	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.6	Elect Director Christiana Smith Shi	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.7	Elect Director Sabrina Simmons	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director Jerry Stritzke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.9	Elect Director Frits van Paasschen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/21/2018	Auto-Approved	05/21/2018	210	210
Total Shares:							210	210

Facebook, Inc.

Meeting Date: 05/31/2018	Country: USA	Primary Security ID: 30303M102	Meeting ID: 1227625
Record Date: 04/06/2018	Meeting Type: Annual	Ticker: FB	
Primary CUSIP: 30303M102	Primary ISIN: US30303M1027	Primary SEDOL: B7TL820	Proxy Level: 2

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Facebook, Inc.

Shares Voted: 5,900

Votable Shares: 5,900

*Shares on Loan: 0

Shares Instructed: 5,900

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marc L. Andreessen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director Erskine B. Bowles	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Kenneth I. Chenault	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.4	Elect Director Susan D. Desmond-Hellmann	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. WITHHOLD votes are warranted for incumbent compensation committee members Susan (Sue) Desmond-Hellmann, Reed Hastings, and Peter Thiel in the absence of a say-on-pay proposal on the ballot due to unmitigated executive pay concerns.</i>						
1.5	Elect Director Reed Hastings	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. WITHHOLD votes are warranted for incumbent compensation committee members Susan (Sue) Desmond-Hellmann, Reed Hastings, and Peter Thiel in the absence of a say-on-pay proposal on the ballot due to unmitigated executive pay concerns.</i>						
1.6	Elect Director Jan Koum - Withdrawn Resolution	Mgmt	No				
1.7	Elect Director Sheryl K. Sandberg	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. WITHHOLD votes are warranted for non-independent director nominees Mark Zuckerberg and Sheryl Sandberg due to the company's lack of a formal nominating committee.</i>						
1.8	Elect Director Peter A. Thiel	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. WITHHOLD votes are warranted for incumbent compensation committee members Susan (Sue) Desmond-Hellmann, Reed Hastings, and Peter Thiel in the absence of a say-on-pay proposal on the ballot due to unmitigated executive pay concerns.</i>						
1.9	Elect Director Mark Zuckerberg	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. WITHHOLD votes are warranted for non-independent director nominees Mark Zuckerberg and Sheryl Sandberg due to the company's lack of a formal nominating committee.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: Support FOR this proposal is warranted as it would convey to the board a preference for a capital structure in which economic ownership and voting power are aligned.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Facebook, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Establish Board Committee on Risk Management	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, because a report on the merits of a risk committee could help provide shareholders with valuable information on potential board changes that may help the company better manage risks going forward.</i>							
5	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the elimination of the supermajority provision in the current governing documents represents an enhancement of shareholder rights.</i>							
6	Report on Major Global Content Management Controversies (Fake News)	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, because a report on assessing the efficacy of enforcement of content policies could help provide shareholders with valuable information on how well the company is assessing and mitigating content-related controversies.</i>							
7	Report on Gender Pay Gap	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. By reporting gender pay gap statistics similarly as it is required to do in the U.K., Facebook could provide shareholders with a better gauge of how its diversity initiatives are improving opportunities for women.</i>							
8	Report on Responsible Tax Principles	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted, as the adoption and disclosure of tax principles would allow shareholders to better evaluate the company's tax strategies and its management of related risks and opportunities.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	05/21/2018	Auto-Approved	05/21/2018	5,900	5,900
Total Shares:							5,900	5,900

Knight-Swift Transportation Holdings Inc.

Meeting Date: 05/31/2018	Country: USA	Primary Security ID: 499049104	Meeting ID: 1230674
Record Date: 04/05/2018	Meeting Type: Annual	Ticker: KNX	
Primary CUSIP: 499049104	Primary ISIN: US4990491049	Primary SEDOL: BF0LKD0	Proxy Level: 3
Shares Voted: 3,527		Votable Shares: 3,527	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 3,527

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary Knight	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Knight-Swift Transportation Holdings Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Kathryn Munro	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 20 percent of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Amend Certificate of Incorporation to Eliminate Certain Provisions Relating to Class B Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the amendment is administrative in nature and would not materially diminish shareholders' rights.</i>							
4	Amend Certificate of Incorporation to Eliminate Legacy Provisions Regarding Approval of Certain Corporate Actions	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the amendment is administrative in nature and would not materially diminish shareholders' rights.</i>							
5	Amend Bylaws to Eliminate Legacy Provisions Regarding Amendment of Certain Provisions of By-Laws	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the amendment is administrative in nature and would not materially diminish shareholders' rights.</i>							
6	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
7	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/21/2018	Auto-Approved	05/21/2018	3,527	3,527
Total Shares:							3,527	3,527

UnitedHealth Group Incorporated

Meeting Date: 06/04/2018	Country: USA	Primary Security ID: 91324P102	Meeting ID: 1230333
Record Date: 04/10/2018	Meeting Type: Annual	Ticker: UNH	
Primary CUSIP: 91324P102	Primary ISIN: US91324P1021	Primary SEDOL: 2917766	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

UnitedHealth Group Incorporated

Shares Voted: 318

Votable Shares: 318

*Shares on Loan: 0

Shares Instructed: 318

Total Ballots: 2

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William C. Ballard, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director Richard T. Burke	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Stephen J. Hemsley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Michele J. Hooper	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1f	Elect Director F. William McNabb, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Valerie C. Montgomery Rice	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Glenn M. Renwick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Kenneth I. Shine	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director David S. Wichmann	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Gail R. Wilensky	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

UnitedHealth Group Incorporated

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	230	230
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	88	88
Total Shares:							318	318

BioMarin Pharmaceutical Inc.

Meeting Date: 06/05/2018	Country: USA	Primary Security ID: 09061G101	Meeting ID: 1232328
Record Date: 04/09/2018	Meeting Type: Annual	Ticker: BMRN	
Primary CUSIP: 09061G101	Primary ISIN: US09061G1013	Primary SEDOL: 2437071	Proxy Level: 3
	Shares Voted: 4,500	Votable Shares: 4,500	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 4,500	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jean-Jacques Bienaime	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Willard Dere	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.3	Elect Director Michael Grey	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.4	Elect Director Elaine J. Heron	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							
1.5	Elect Director Robert J. Hombach	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							
1.6	Elect Director V. Bryan Lawlis	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.7	Elect Director Alan J. Lewis	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.8	Elect Director Richard A. Meier	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

BioMarin Pharmaceutical Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director David E.I. Pyott	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.10	Elect Director Dennis J. Slamon	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Amid lagging short- and long-term returns, the CEO received comparatively large equity awards that are majority time-vesting and which lack long-term performance vesting criteria. There is also insufficient disclosure around the annual incentive program's metrics and goals to fully evaluate the program's above-target payouts.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	05/25/2018	Auto-Approved	05/25/2018	4,500	4,500
Total Shares:							4,500	4,500

FibroGen, Inc.

Meeting Date: 06/05/2018	Country: USA	Primary Security ID: 31572Q808	Meeting ID: 1232338
Record Date: 04/09/2018	Meeting Type: Annual	Ticker: FGEN	
Primary CUSIP: 31572Q808	Primary ISIN: US31572Q8087	Primary SEDOL: BSDRYR8	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,164	Votable Shares: 1,164	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,164

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas B. Neff	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. Less than 20 percent of the board is diverse.</i>							
1b	Elect Director Jeffrey W. Henderson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. Less than 20 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director James A. Schoeneck	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director after the election. Less than 20 percent of the board is diverse.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

FibroGen, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although multiple concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	1,164	1,164
Total Shares:							1,164	1,164

Hooker Furniture Corporation

Meeting Date: 06/05/2018	Country: USA	Primary Security ID: 439038100	Meeting ID: 1237628
Record Date: 04/06/2018	Meeting Type: Annual	Ticker: HOFT	
Primary CUSIP: 439038100	Primary ISIN: US4390381006	Primary SEDOL: 2748911	Proxy Level: 3
	Shares Voted: 3,138	Votable Shares: 3,138	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 3,138	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul B. Toms, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director W. Christopher Beeler, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Paulette Garafalo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.4	Elect Director John L. Gregory, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.5	Elect Director Tonya H. Jackson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Hooker Furniture Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director E. Larry Ryder	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.7	Elect Director Ellen C. Taaffe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.8	Elect Director Henry G. Williamson, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although certain concerns are identified, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	3,138	3,138
Total Shares:							3,138	3,138

Alphabet Inc.

Meeting Date: 06/06/2018	Country: USA	Primary Security ID: 02079K305	Meeting ID: 1235110
Record Date: 04/18/2018	Meeting Type: Annual	Ticker: GOOGL	
Primary CUSIP: 02079K305	Primary ISIN: US02079K3059	Primary SEDOL: BYVY8G0	Proxy Level: 3
Total Ballots: 2	Shares Voted: 1,015	Votable Shares: 1,015	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,015

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Larry Page	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.2	Elect Director Sergey Brin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1.3	Elect Director Eric E. Schmidt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director L. John Doerr	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. WITHHOLD votes are warranted for compensation committee members L. John Doerr and K. Ram Shriram due to poor stewardship of the executive pay program, as evidenced by continued outsized time-vested equity grants and a lack of performance-conditioned compensation.</i>						
1.5	Elect Director Roger W. Ferguson, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.6	Elect Director Diane B. Greene	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director John L. Hennessy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.8	Elect Director Ann Mather	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.9	Elect Director Alan R. Mulally	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Sundar Pichai	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.11	Elect Director K. Ram Shriram	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. WITHHOLD votes are warranted for compensation committee members L. John Doerr and K. Ram Shriram due to poor stewardship of the executive pay program, as evidenced by continued outsized time-vested equity grants and a lack of performance-conditioned compensation.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The plan provides for the transferability of stock options without shareholder approval- Plan cost is excessive- Three-year average burn rate is excessive- The plan allows for the problematic treatment of equity upon a CIC- The plan permits liberal recycling of shares- The plan allows broad discretion to accelerate vesting</i>						
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it would signal to the board a preference for a capital structure aligning economic ownership with voting power.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.</i>							
6	Report on Gender Pay Gap	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. By reporting gender pay gap statistics similarly as they are required to report them in the U.K., the company could provide shareholders with a better gauge of how its diversity initiatives are improving opportunities for women.</i>							
7	Adopt Simple Majority Vote	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, given that co-founders Larry Page and Sergey Brin own a majority of the total voting power.</i>							
8	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the CEO receives nominal compensation of only \$1, as Alphabet's compensation program lacks performance-based pay elements, the adoption of this proposal may promote a more strongly performance-based pay program for other executives.</i>							
9	Adopt a Policy on Board Diversity	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to:- A policy to disclose the diversity at board level is consistent with the company's stated policies and current initiatives for promoting diversity at the workplace; and- The resolution does not appear to fetter the company's ability to promote or recruit experienced competent executives with suitable skill sets specific to the company's needs.</i>							
10	Report on Major Global Content Management Controversies	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, because a report on assessing the effectiveness of enforcement of content policies could help provide shareholders with valuable information on how well the company is assessing and mitigating content-related controversies.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	1,010	1,010
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	5	5
Total Shares:							1,015	1,015

CoStar Group, Inc.

Meeting Date: 06/06/2018	Country: USA	Primary Security ID: 22160N109	Meeting ID: 1231656
Record Date: 04/10/2018	Meeting Type: Annual	Ticker: CSGP	
Primary CUSIP: 22160N109	Primary ISIN: US22160N1090	Primary SEDOL: 2262864	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

CoStar Group, Inc.

Shares Voted: 1,283

Votable Shares: 1,283

*Shares on Loan: 0

Shares Instructed: 1,283

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael R. Klein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Andrew C. Florance	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1c	Elect Director Laura Cox Kaplan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1d	Elect Director Michael J. Glosserman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1e	Elect Director Warren H. Haber	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1f	Elect Director John W. Hill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1g	Elect Director Christopher J. Nassetta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1h	Elect Director David J. Steinberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	1,283	1,283
Total Shares:							1,283	1,283

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Devon Energy Corporation

Meeting Date: 06/06/2018	Country: USA	Primary Security ID: 25179M103	Meeting ID: 1232598
Record Date: 04/09/2018	Meeting Type: Annual	Ticker: DVN	
Primary CUSIP: 25179M103	Primary ISIN: US25179M1036	Primary SEDOL: 2480677	Proxy Level: 3
	Shares Voted: 1,815	Votable Shares: 1,815	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 1,815

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara M. Baumann	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.2	Elect Director John E. Bethancourt	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.3	Elect Director David A. Hager	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.4	Elect Director Robert H. Henry	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.5	Elect Director Michael Kanovsky	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.6	Elect Director John Krenicki, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.7	Elect Director Robert A. Mosbacher, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.8	Elect Director Duane C. Radtke	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1.9	Elect Director Mary P. Ricciardello	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.10	Elect Director John Richels	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Devon Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although the company reduced the performance-based portion of the long-term grants, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	1,730	1,730
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	85	85
Total Shares:							1,815	1,815

Hess Corporation

Meeting Date: 06/06/2018	Country: USA	Primary Security ID: 42809H107	Meeting ID: 1235055
Record Date: 04/16/2018	Meeting Type: Annual	Ticker: HES	
Primary CUSIP: 42809H107	Primary ISIN: US42809H1077	Primary SEDOL: 2023748	Proxy Level: 3
Shares Voted: 3,020		Votable Shares: 3,020	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 3,020	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rodney F. Chase	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>							
1.2	Elect Director Terrence J. Checki	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>							
1.3	Elect Director Leonard S. Coleman, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>							
1.4	Elect Director John B. Hess	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Hess Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Edith E. Holiday	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.</i>							
1.6	Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.7	Elect Director Marc S. Lipschultz	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.</i>							
1.8	Elect Director David McManus	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.</i>							
1.9	Elect Director Kevin O. Meyers	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.10	Elect Director James H. Quigley	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.</i>							
1.11	Elect Director Fredric G. Reynolds	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.</i>							
1.12	Elect Director William G. Schrader	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the CEO's pay increased substantially in fiscal 2017, the committee has taken steps to reduce it including lowering target equity award values for 2018 and beyond. Further, both annual and long-term incentives are majority performance-based, with performance equity targeting TSR performance above the median and capping awards for negative TSR over the performance period.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	2,905	2,905
Socially Responsible Investing, 020407420243	6728029075	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	115	115
Total Shares:							3,020	3,020

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Netflix, Inc.

Meeting Date: 06/06/2018	Country: USA	Primary Security ID: 64110L106	Meeting ID: 1231021
Record Date: 04/09/2018	Meeting Type: Annual	Ticker: NFLX	
Primary CUSIP: 64110L106	Primary ISIN: US64110L1061	Primary SEDOL: 2857817	Proxy Level: 3
	Shares Voted: 4,775	Votable Shares: 4,775	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,775

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for director nominees Richard N. Barton, Bradford L. Smith and Anne M. Sweeney for the board's failure to take action on four shareholder proposals that received approval from holders of a majority of votes cast at last year's annual meeting, continuing a pattern of non-responsiveness to shareholders over multiple years.</i></p>						
1b	Elect Director Rodolphe Belmer	Mgmt	Yes	For	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>						
1c	Elect Director Bradford L. Smith	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. WITHHOLD votes are warranted for director nominees Richard N. Barton, Bradford L. Smith and Anne M. Sweeney for the board's failure to take action on four shareholder proposals that received approval from holders of a majority of votes cast at last year's annual meeting, continuing a pattern of non-responsiveness to shareholders over multiple years.</i></p>						
1d	Elect Director Anne M. Sweeney	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. WITHHOLD votes are warranted for director nominees Richard N. Barton, Bradford L. Smith and Anne M. Sweeney for the board's failure to take action on four shareholder proposals that received approval from holders of a majority of votes cast at last year's annual meeting, continuing a pattern of non-responsiveness to shareholders over multiple years. WITHHOLD votes are further warranted for compensation committee member Anne Sweeney for highly problematic compensation decisions that indicate poor stewardship of the executive pay program.</i></p>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<p><i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i></p>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. There are significant concerns identified with respect to the 2017 pay program and troubling developments for 2018. While the board sets NEO total pay levels, the NEOs themselves set the form in which their pay is delivered (salary, bonus or options), which is highly unusual. NEOs' equity awards are fully vested at grant, without any service- or performance-based vesting conditions. This severely diminishes the awards' retentive and incentive value. Also troubling is the decision to eliminate the performance bonus program and establish excessive base salaries for several NEOs in 2018. This action undermines the executive pay program and severs the linkage between pay and performance. These highly problematic decisions call into question the compensation committee's stewardship of the pay program.</i></p>						
4	Amend Bylaws -- Call Special Meetings	SH	Yes	Against	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the right to call special meetings at a 15 percent threshold would enhance shareholders' rights.</i></p>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Adopt Proxy Access Right	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as adoption of proxy access will enhance shareholders' rights and this proposal includes appropriate safeguards to protect the director nomination process.</i>							
6	Adopt Compensation Clawback Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed clawback policy would expand the company's current clawback policy and would require the company to disclose circumstances surrounding any recoupments. Such disclosure would benefit shareholders.</i>							
7	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							
8	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.</i>							
9	Require a Majority Vote for the Election of Directors	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this binding shareholder proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance. In addition, the binding shareholder proposal calls for a majority vote standard with a plurality carve out for contested elections.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	4,775	4,775
Total Shares:							4,775	4,775

Penumbra, Inc.

Meeting Date: 06/06/2018	Country: USA	Primary Security ID: 70975L107	Meeting ID: 1233002
Record Date: 04/11/2018	Meeting Type: Annual	Ticker: PEN	
Primary CUSIP: 70975L107	Primary ISIN: US70975L1070	Primary SEDOL: BZ0V201	Proxy Level: 3
Shares Voted: 1,166	Votable Shares: 1,166	*Shares on Loan: 0	Shares Instructed: 1,166
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Adam Elsesser	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. WITHHOLD votes are warranted for Adam Elsesser and Harpreet Grewal given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impact shareholder rights.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Penumbra, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.2	Elect Director Harpreet Grewal	Mgmt	Yes	For	Withhold	Withhold	Withhold		
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. WITHHOLD votes are warranted for Adam Elssesser and Harpreet Grewal given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impact shareholder rights.									
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that the plan encourages share ownership among employees by enabling them to acquire shares.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412		6728029085	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	1,166	1,166
Total Shares:								1,166	1,166

Sage Therapeutics, Inc.

Meeting Date: 06/06/2018	Country: USA	Primary Security ID: 78667J108	Meeting ID: 1235196
Record Date: 04/09/2018	Meeting Type: Annual	Ticker: SAGE	
Primary CUSIP: 78667J108	Primary ISIN: US78667J1088	Primary SEDOL: BP4GNK9	Proxy Level: 3
Shares Voted: 531	Votable Shares: 531	*Shares on Loan: 0	Shares Instructed: 531
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Geno Germano	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse. WITHHOLD votes are warranted for Geno Germano and Steven Paul given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impact shareholder rights.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Sage Therapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.2	Elect Director Steven Paul	Mgmt	Yes	For	Withhold	Withhold	Withhold		
<i>Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for Geno Germano and Steven Paul given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impact shareholder rights.</i>									
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. However, shareholders should continue to monitor the new chief business officer's level of pay which was relatively high in FY2017, driven by a one-time stock option grant in connection with his initial employment.</i>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412		6728029085	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	531	531
Total Shares:								531	531

Visteon Corporation

Meeting Date: 06/06/2018	Country: USA	Primary Security ID: 92839U206	Meeting ID: 1233826
Record Date: 04/10/2018	Meeting Type: Annual	Ticker: VC	
Primary CUSIP: 92839U206	Primary ISIN: US92839U2069	Primary SEDOL: B4N0JJ6	Proxy Level: 3
Total Ballots: 2	Shares Voted: 1,357	Votable Shares: 1,357	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,357

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James J. Barrese	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Naomi M. Bergman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1c	Elect Director Jeffrey D. Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Visteon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Sachin S. Lawande	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Joanne M. Maguire	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Robert J. Manzo	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1g	Elect Director Francis M. Scricco	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director David L. Treadwell	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director Harry J. Wilson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Rouzbeh Yassini-Fard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified, and pay and performance are reasonably aligned for the year in review.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	1,097	1,097
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	260	260
Total Shares:							1,357	1,357

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Booking Holdings Inc.

Meeting Date: 06/07/2018	Country: USA	Primary Security ID: 09857L108	Meeting ID: 1231659
Record Date: 04/12/2018	Meeting Type: Annual	Ticker: BKNG	
Primary CUSIP: 09857L108	Primary ISIN: US09857L1089	Primary SEDOL: BDRXDB4	Proxy Level: 3
	Shares Voted: 390	Votable Shares: 390	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 390

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy M. Armstrong	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.2	Elect Director Jeffery H. Boyd	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.3	Elect Director Jeffrey E. Epstein	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.4	Elect Director Glenn D. Fogel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.5	Elect Director Mirian Graddick-Weir	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.6	DElect irector James M. Guyette	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.7	Elect Director Robert J. Mylod, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.8	Elect Director Charles H. Noski	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.9	Elect Director Nancy B. Peretsman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.10	Elect Director Nicholas J. Read	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.11	Elect Director Thomas E. Rothman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1.12	Elect Director Craig W. Rydin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Booking Holdings Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director Lynn M. Vojvodich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted as pay and performance appear reasonably aligned at this time.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on an analysis of the plan amendments, a vote FOR this proposal is warranted.</i>							
5	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The lead director role is not robust as it lacks approval authority over board meeting agendas, board meeting schedules, and information sent to the board. In addition, the lead director is appointed by the full board instead of elected solely by the independent directors. Furthermore, to be effective, the lead director must serve as a counterweight to both the current CEO and the former CEO, who continues to serve as chair. Moreover, this non-binding proposal does not require an immediate change in the board leadership structure. Shareholders would benefit from the strongest form of independent oversight facilitated by an independent chair.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	390	390
Total Shares:							390	390

FireEye, Inc.

Meeting Date: 06/07/2018	Country: USA	Primary Security ID: 31816Q101	Meeting ID: 1231467
Record Date: 04/09/2018	Meeting Type: Annual	Ticker: FEYE	
Primary CUSIP: 31816Q101	Primary ISIN: US31816Q1013	Primary SEDOL: BD4R405	Proxy Level: 3
Total Ballots: 1	Shares Voted: 10,234	Votable Shares: 10,234	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 10,234

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Robert E. Switz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

FireEye, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against		
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given concerns regarding the structure of the long-term incentive program. Performance-based equity may be earned upon achievement of goals in a single fiscal year thereby shifting the incentive away from sustained multi-year performance. Additionally, given the company's recent lagging performance, there is some concern that the CEO earned above-target payouts for the achievement of a metric that was targeted at an operating net loss.</i>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412		6728029085	Confirmed	Auto-Instructed	05/29/2018	Auto-Approved	05/29/2018	10,234	10,234
Total Shares:							10,234	10,234	

GRANITE CONSTRUCTION INCORPORATED

Meeting Date: 06/07/2018	Country: USA	Primary Security ID: 387328107	Meeting ID: 1227562
Record Date: 04/12/2018	Meeting Type: Annual	Ticker: GVA	
Primary CUSIP: 387328107	Primary ISIN: US3873281071	Primary SEDOL: 2381189	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,528	Votable Shares: 2,528	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,528

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David H. Kelsey	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i></p>							
1b	Elect Director James W. Bradford, Jr.	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i></p>							
1c	Elect Director Michael F. McNally	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i></p>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i></p>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i></p>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

GRANITE CONSTRUCTION INCORPORATED

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	2,528	2,528
Total Shares:							2,528	2,528

Ingersoll-Rand plc

Meeting Date: 06/07/2018 **Country:** Ireland **Primary Security ID:** G47791101 **Meeting ID:** 1232970
Record Date: 04/09/2018 **Meeting Type:** Annual **Ticker:** IR

Primary CUSIP: G47791101 **Primary ISIN:** IE00B6330302 **Primary SEDOL:** B633030 **Proxy Level:** N/A

Shares Voted: 970 **Votable Shares:** 970 ***Shares on Loan:** 0 **Shares Instructed:** 970

Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1b	Elect Director Ann C. Berzin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1c	Elect Director John Bruton	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1d	Elect Director Jared L. Cohon	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1e	Elect Director Gary D. Forsee	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1f	Elect Director Linda P. Hudson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1g	Elect Director Michael W. Lamach	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							
1h	Elect Director Myles P. Lee	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Ingersoll-Rand plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Karen B. Peetz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1j	Elect Director John P. Surma	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1k	Elect Director Richard J. Swift	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
1l	Elect Director Tony L. White	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the STI plan contains the ability to pay discretionary bonuses in the event threshold is not achieved, this did not occur in 2017. Annual incentives are based on rigorous, objective performance criteria and the committee used discretion to lower award payouts to adjust for outside positive factors. Additionally, equity is half performance-based, using a multi-year performance period.</i>						
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Renew Directors' Authority to Issue Shares	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
6	Renew Directors' Authority to Issue Shares for Cash	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
7	Authorize Reissuance of Repurchased Shares	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that it complies with Irish law.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	970	970
Total Shares:							970	970

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Ingersoll-Rand plc

Monster Beverage Corporation

Meeting Date: 06/07/2018	Country: USA	Primary Security ID: 61174X109	Meeting ID: 1230597
Record Date: 04/13/2018	Meeting Type: Annual	Ticker: MNST	
Primary CUSIP: 61174X109	Primary ISIN: US61174X1090	Primary SEDOL: BZ07BW4	Proxy Level: 3
	Shares Voted: 11,025	Votable Shares: 11,025	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 11,025

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rodney C. Sacks	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>						
1.2	Elect Director Hilton H. Schlosberg	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>						
1.3	Elect Director Mark J. Hall	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>						
1.4	Elect Director Norman C. Epstein	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.5	Elect Director Gary P. Fayard	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.6	Elect Director Benjamin M. Polk	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>						
1.7	Elect Director Sydney Selati	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.8	Elect Director Harold C. Taber, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.9	Elect Director Kathy N. Waller	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>						
1.10	Elect Director Mark S. Vidergauz	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 20 percent of the board is diverse.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Monster Beverage Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although there are some concerns noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
4	Report on Human Trafficking and Forced Labor in Supply Chains	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, as investors would benefit from additional information on Monster's supply chain policies and processes and its management of related risks.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511		6728029078	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	11,025	11,025
Total Shares:								11,025	11,025

Splunk Inc.

Meeting Date: 06/07/2018	Country: USA	Primary Security ID: 848637104	Meeting ID: 1233391
Record Date: 04/13/2018	Meeting Type: Annual	Ticker: SPLK	
Primary CUSIP: 848637104	Primary ISIN: US8486371045	Primary SEDOL: B424494	Proxy Level: 3
	Shares Voted: 5,475	Votable Shares: 5,475	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 5,475

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sara Baack	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 30 percent diversity. The board does not include at least one minority director after the election.</i>							
1b	Elect Director Douglas Merritt	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 30 percent diversity. The board does not include at least one minority director after the election.</i>							
1c	Elect Director Graham Smith	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 30 percent diversity. The board does not include at least one minority director after the election.</i>							
1d	Elect Director Godfrey Sullivan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 30 percent diversity. The board does not include at least one minority director after the election.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Splunk Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511		6728029078	Confirmed	Auto-Instructed	05/25/2018	Auto-Approved	05/25/2018	5,475	5,475
Total Shares:							5,475	5,475	

Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/08/2018	Country: USA	Primary Security ID: 75886F107	Meeting ID: 1231478
Record Date: 04/12/2018	Meeting Type: Annual	Ticker: REGN	
Primary CUSIP: 75886F107	Primary ISIN: US75886F1075	Primary SEDOL: 2730190	Proxy Level: 1
	Shares Voted: 1,260	Votable Shares: 1,260	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,260	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arthur F. Ryan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							
1.2	Elect Director George L. Sing	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse. A vote AGAINST the election of George Sing is warranted, the sole member of the compensation committee on the ballot, in light of the committee's poor response to low support for the 2017 say-on-pay proposal and, in the absence of a say-on-pay proposal on the ballot, the current pay-for performance misalignment. While the company engaged with shareholders on the subject of executive compensation during 2017, no meaningful changes have been made to the compensation program since the last annual meeting. The CEO and Chief Scientific Officers continue to receive very large stock option grants that are entirely time-vesting while at the same realizing large gains from the exercise of past options. Additionally, annual incentive awards lack objective, pre-set performance criteria.</i>							
1.3	Elect Director Marc Tessier-Lavigne	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Regeneron Pharmaceuticals, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	05/25/2018	Auto-Approved	05/25/2018	1,260	1,260
Total Shares:							1,260	1,260

Evercore Inc.

Meeting Date: 06/11/2018 **Country:** USA **Primary Security ID:** 29977A105 **Meeting ID:** 1235045
Record Date: 04/23/2018 **Meeting Type:** Annual **Ticker:** EVR

Primary CUSIP: 29977A105 **Primary ISIN:** US29977A1051 **Primary SEDOL:** B1BHXZ2 **Proxy Level:** 3
Shares Voted: 1,507 **Votable Shares:** 1,507 ***Shares on Loan:** 0 **Shares Instructed:** 1,507
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger C. Altman	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>							
1.2	Elect Director Richard I. Beattie	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>							
1.3	Elect Director Ellen V. Futter	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>							
1.4	Elect Director Gail B. Harris	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>							
1.5	Elect Director Robert B. Millard	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>							
1.6	Elect Director Willard J. Overlock, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>							
1.7	Elect Director Sir Simon M. Robertson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>							
1.8	Elect Director Ralph L. Schlosstein	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Evercore Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director John S. Weinberg	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>							
1.10	Elect Director William J. Wheeler	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>							
1.11	Elect Director Sarah K. Williamson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company has demonstrated adequate responsiveness to investors' concerns as evidenced by last year's low say-on-pay support. Further, CEO pay and company performance are aligned at this time. However, there are certain concerns noted with respect to the executive pay program which should be closely monitored by investors going forward.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	06/01/2018	Auto-Approved	06/01/2018	1,507	1,507
Total Shares:							1,507	1,507

Rexford Industrial Realty, Inc.

Meeting Date: 06/11/2018	Country: USA	Primary Security ID: 76169C100	Meeting ID: 1235082
Record Date: 04/16/2018	Meeting Type: Annual	Ticker: REXR	
Primary CUSIP: 76169C100	Primary ISIN: US76169C1009	Primary SEDOL: BC9ZHL9	Proxy Level: 3
Total Ballots: 1	Shares Voted: 4,749	Votable Shares: 4,749	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 4,749

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard S. Ziman	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							
1.2	Elect Director Howard Schwimmer	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Rexford Industrial Realty, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Michael S. Frankel	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							
1.4	Elect Director Robert L. Antin	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							
1.5	Elect Director Steven C. Good	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.6	Elect Director Diana J. Ingram	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							
1.7	Elect Director Tyler H. Rose	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. WITHHOLD votes are warranted for Nominating and Corporate Governance Committee members Tyler H. Rose, and Peter E. Schwab. The board unilaterally adopted a bylaw provision allowing shareholders to amend the bylaws, but included a restrictive ownership requirement that limits shareholders' ability to use the right and far exceeds existing SEC rules.</i>							
1.8	Elect Director Peter E. Schwab	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. WITHHOLD votes are warranted for Nominating and Corporate Governance Committee members Tyler H. Rose, and Peter E. Schwab. The board unilaterally adopted a bylaw provision allowing shareholders to amend the bylaws, but included a restrictive ownership requirement that limits shareholders' ability to use the right and far exceeds existing SEC rules.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	06/01/2018	Auto-Approved	06/01/2018	4,749	4,749
Total Shares:							4,749	4,749

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Best Buy Co., Inc.

Meeting Date: 06/12/2018	Country: USA	Primary Security ID: 086516101	Meeting ID: 1236783
Record Date: 04/16/2018	Meeting Type: Annual	Ticker: BBY	
Primary CUSIP: 086516101	Primary ISIN: US0865161014	Primary SEDOL: 2094670	Proxy Level: 3
	Shares Voted: 711	Votable Shares: 711	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 711

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lisa M. Caputo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1b	Elect Director J. Patrick Doyle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1c	Elect Director Russell P. Fradin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Kathy J. Higgins Victor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Hubert Joly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director David W. Kenny	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Karen A. McLoughlin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1h	Elect Director Thomas L. "Tommy" Millner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Claudia F. Munce	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Richelle P. Parham	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Best Buy Co., Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	711	711
Total Shares:							711	711

Biogen Inc.

Meeting Date: 06/12/2018 Country: USA Primary Security ID: 09062X103 Meeting ID: 1235026
Record Date: 04/17/2018 Meeting Type: Annual Ticker: BIIB

Primary CUSIP: 09062X103 Primary ISIN: US09062X1037 Primary SEDOL: 2455965 Proxy Level: 3

Shares Voted: 310 Votable Shares: 310 *Shares on Loan: 0 Shares Instructed: 310

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alexander J. Denner	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.							
1b	Elect Director Caroline D. Dorsa	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.							
1c	Elect Director Nancy L. Leaming	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.							
1d	Elect Director Richard C. Mulligan	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.							
1e	Elect Director Robert W. Pangia	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.							
1f	Elect Director Stelios Papadopoulos	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1g	Elect Director Brian S. Posner	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1h	Elect Director Eric K. Rowinsky	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Biogen Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Lynn Schenk	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>							
1j	Elect Director Stephen A. Sherwin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1k	Elect Director Michel Vounatsos	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Amend Proxy Access Right	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed amendment, on balance, would enhance shareholders' proxy access right, while maintaining safeguards on the nomination process.</i>							
5	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the scope of the proposal, the company's current use of incentive program metrics which may be impacted by drug pricing, and the lack of comprehensive disclosure describing how risks related to public concern over drug pricing increases are taken into consideration in executive compensation programs.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	06/01/2018	Auto-Approved	06/01/2018	310	310
Total Shares:							310	310

LivaNova PLC

Meeting Date: 06/12/2018	Country: United Kingdom	Primary Security ID: G5509L101	Meeting ID: 1235854
Record Date: 04/19/2018	Meeting Type: Annual	Ticker: LIVN	
Primary CUSIP: 23251P102	Primary ISIN: GB00BYMT0J19	Primary SEDOL: BYMT0J1	Proxy Level: N/A

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

LivNova PLC

Shares Voted: 1,582

Votable Shares: 1,582

*Shares on Loan: 0

Shares Instructed: 1,582

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Francesco Bianchi	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>						
1.2	Elect Director William A. Kozy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>						
1.3	Elect Director Damien McDonald	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>						
1.4	Elect Director Daniel J. Moore	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>						
1.5	Elect Director Hugh M. Morrison	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>						
1.6	Elect Director Alfred J. Novak	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>						
1.7	Elect Director Sharon O'Kane	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>						
1.8	Elect Director Arthur L. Rosenthal	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>						
1.9	Elect Director Andrea L. Saia	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>						
2	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although certain concerns are identified, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

LivNova PLC

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: As the company is reporting as a U.S. domestic issuer, and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the U.S. review of executive compensation practices. Accordingly, a vote FOR is warranted.</i>							
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this tax-approved plan is warranted because it is broad-based and no significant corporate governance concerns have been identified.</i>							
7	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this routine item is warranted because no significant concerns have been identified.</i>							
8	Reappoint PricewaterhouseCoopers LLP as UK Statutory Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
9	Authorise the Audit and Compliance Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns identified.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	06/01/2018	Auto-Approved	06/01/2018	1,582	1,582
Total Shares:							1,582	1,582

salesforce.com, inc.

Meeting Date: 06/12/2018	Country: USA	Primary Security ID: 79466L302	Meeting ID: 1236779
Record Date: 04/18/2018	Meeting Type: Annual	Ticker: CRM	
Primary CUSIP: 79466L302	Primary ISIN: US79466L3024	Primary SEDOL: 2310525	Proxy Level: 4
Total Ballots: 1	Shares Voted: 10,769	Votable Shares: 10,769	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 10,769

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							
1b	Elect Director Keith Block	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

salesforce.com, inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Craig Conway	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1d	Elect Director Alan Hassenfeld	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1e	Elect Director Neelie Kroes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1f	Elect Director Colin Powell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1g	Elect Director Sanford Robertson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director John V. Roos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1i	Elect Director Bernard Tyson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1j	Elect Director Robin Washington	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1k	Elect Director Maynard Webb	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
1l	Elect Director Susan Wojcicki	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.</i>						
2	Amend Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Currently, the company does not provide shareholders with the ability to call special meetings. Hence, a vote FOR this proposal is warranted as it enhances shareholders' rights.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

salesforce.com, inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
6	Eliminate Supermajority Vote Requirement	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.									
7	Adopt Guidelines for Country Selection	SH	Yes	Against	Against	Against	Against		
Voting Policy Rationale: A vote AGAINST this proposal is warranted, as decisions on where a company should conduct its operations is best left to management and the board.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511		6728029078	Confirmed	Auto-Instructed	05/23/2018	Auto-Approved	05/23/2018	10,769	10,769
Total Shares:							10,769	10,769	

Loxo Oncology, Inc.

Meeting Date: 06/13/2018	Country: USA	Primary Security ID: 548862101	Meeting ID: 1236025
Record Date: 04/23/2018	Meeting Type: Annual	Ticker: LOXO	
Primary CUSIP: 548862101	Primary ISIN: US5488621013	Primary SEDOL: BPCX7C2	Proxy Level: 3
Shares Voted: 2,065	Votable Shares: 2,065	*Shares on Loan: 0	Shares Instructed: 2,065
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joshua H. Bilenker	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Joshua Bilenker, Steve Harr, and Tim Mayleben given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impact shareholder rights. The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse.							
1.2	Elect Director Steve D. Harr	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Joshua Bilenker, Steve Harr, and Tim Mayleben given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impact shareholder rights. The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse.							
1.3	Elect Director Tim M. Mayleben	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Joshua Bilenker, Steve Harr, and Tim Mayleben given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impact shareholder rights. The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Loxo Oncology, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.							
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- Plan cost is excessive;- Estimated duration of available and proposed shares exceeds six years;- The plan allows for the problematic treatment of equity upon a CIC and;- The plan allows broad discretion to accelerate vesting.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	06/02/2018	Auto-Approved	06/02/2018	2,065	2,065
Total Shares:							2,065	2,065

Reata Pharmaceuticals, Inc.

Meeting Date: 06/13/2018	Country: USA	Primary Security ID: 75615P103	Meeting ID: 1235705
Record Date: 04/19/2018	Meeting Type: Annual	Ticker: RETA	
Primary CUSIP: 75615P103	Primary ISIN: US75615P1030	Primary SEDOL: BYY9FX8	Proxy Level: 1
Shares Voted: 1,442		Votable Shares: 1,442	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 1,442	
Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William D. McClellan, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse. WITHHOLD votes are warranted for William (Bill) McClellan Jr. and William Rose given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impact shareholder rights. WITHHOLD votes are further warranted for compensation committee members William (Bill) McClellan Jr. and William Rose, for granting NEOs significant option awards to purchase Class B shares, which could cause excessive voting power dilution, further entrenching management.							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Reata Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director William E. Rose	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The nominee attended less than 75% of the board and committee meetings that they were scheduled to attend during the previous fiscal year without a valid excuse (e.g. illness, work on behalf of the company, service to the nation). The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse. WITHHOLD votes are warranted for William (Bill) McClellan Jr. and William Rose given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impact shareholder rights. WITHHOLD votes are further warranted for compensation committee members William (Bill) McClellan Jr. and William Rose, for granting NEOs significant option awards to purchase Class B shares, which could cause excessive voting power dilution, further entrenching management.</i></p>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	06/02/2018	Auto-Approved	06/02/2018	1,442	1,442
Total Shares:							1,442	1,442

Target Corporation

Meeting Date: 06/13/2018	Country: USA	Primary Security ID: 87612E106	Meeting ID: 1237704
Record Date: 04/16/2018	Meeting Type: Annual	Ticker: TGT	
Primary CUSIP: 87612E106	Primary ISIN: US87612E1064	Primary SEDOL: 2259101	Proxy Level: 3
	Shares Voted: 1,050	Votable Shares: 1,050	*Shares on Loan: 0
			Shares Instructed: 1,050
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Roxanne S. Austin	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1b	Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Brian C. Cornell	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director Calvin Darden	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Target Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Henrique De Castro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Robert L. Edwards	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Donald R. Knauss	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Monica C. Lozano	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Mary E. Minnick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Kenneth L. Salazar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	06/02/2018	Auto-Approved	06/02/2018	1,050	1,050
Total Shares:							1,050	1,050

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Cutera, Inc.

Meeting Date: 06/14/2018	Country: USA	Primary Security ID: 232109108	Meeting ID: 1235914
Record Date: 04/23/2018	Meeting Type: Annual	Ticker: CUTR	
Primary CUSIP: 232109108	Primary ISIN: US2321091082	Primary SEDOL: 2839741	Proxy Level: 3
	Shares Voted: 2,709	Votable Shares: 2,709	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,709

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David B. Apfelberg	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse.</i>						
1.2	Elect Director Gregory A. Barrett	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse.</i>						
1.3	Elect Director Elisha W. Finney	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse.</i>						
1.4	Elect Director Timothy J. O'Shea	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse.</i>						
1.5	Elect Director J. Daniel Plants	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse.</i>						
1.6	Elect Director James A. Reinstein	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.7	Elect Director Clinton H. Severson	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify BDO USA, LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	06/02/2018	Auto-Approved	06/02/2018	2,709	2,709
Total Shares:							2,709	2,709

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Cutera, Inc.

Selecta Biosciences, Inc.

Meeting Date: 06/15/2018	Country: USA	Primary Security ID: 816212104	Meeting ID: 1233004
Record Date: 04/20/2018	Meeting Type: Annual	Ticker: SELB	
Primary CUSIP: 816212104	Primary ISIN: US8162121045	Primary SEDOL: BZB1WS8	Proxy Level: 1
	Shares Voted: 3,944	Votable Shares: 3,944	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,944

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Omid Farokhzad	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one woman director after the election. WITHHOLD votes are warranted for Omid Farokhzad, Amir Nashat, and Aymeric Sallin given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impact shareholder rights.</i>						
1.2	Elect Director Amir Nashat	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one woman director after the election. WITHHOLD votes are warranted for Omid Farokhzad, Amir Nashat, and Aymeric Sallin given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impact shareholder rights. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.3	Elect Director Aymeric Sallin	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one woman director after the election. WITHHOLD votes are warranted for Omid Farokhzad, Amir Nashat, and Aymeric Sallin given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impact shareholder rights.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	06/04/2018	Auto-Approved	06/04/2018	3,944	3,944
Total Shares:							3,944	3,944

Ligand Pharmaceuticals Incorporated

Meeting Date: 06/19/2018	Country: USA	Primary Security ID: 53220K504	Meeting ID: 1235985
Record Date: 04/20/2018	Meeting Type: Annual	Ticker: LGND	
Primary CUSIP: 53220K504	Primary ISIN: US53220K5048	Primary SEDOL: 2501578	Proxy Level: 3

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Ligand Pharmaceuticals Incorporated

	Shares Voted: 469	Votable Shares: 469	*Shares on Loan: 0	Shares Instructed: 469
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jason M. Aryeh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Todd C. Davis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Nancy Ryan Gray	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director John L. Higgins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director John W. Kozarich	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.6	Elect Director John L. LaMattina	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.7	Elect Director Sunil Patel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Stephen L. Sabba	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted as the proposed increase in authorized shares is reasonable and there are no substantial concerns about the company's past use of shares.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	06/06/2018	Auto-Approved	06/06/2018	469	469
Total Shares:							469	469

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Ligand Pharmaceuticals Incorporated

ServiceNow, Inc.

Meeting Date: 06/19/2018	Country: USA	Primary Security ID: 81762P102	Meeting ID: 1233958
Record Date: 04/20/2018	Meeting Type: Annual	Ticker: NOW	
Primary CUSIP: 81762P102	Primary ISIN: US81762P1021	Primary SEDOL: B80NXX8	Proxy Level: 3
	Shares Voted: 7,200	Votable Shares: 7,200	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 7,200

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Bostrom	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>						
1b	Elect Director Jonathan C. Chadwick	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1c	Elect Director Frederic B. Luddy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>						
1d	Elect Director Jeffrey A. Miller	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30 percent of the board is diverse. The board does not include at least one minority director after the election.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, due in large part to concerns regarding the magnitude of the CEO's new-hire equity grants. While a portion of equity granted to the new CEO is performance-based, \$15.5 million of the grant is in the form of time-based restricted stock. The magnitude of the grant combined with the significant time-based component are of significant concern. Further, the proxy does not adequately explain the company's rationale for delivering an award of this value. Finally, annual equity awards were based on one-year performance and utilized the same goal as in the STI plan, which resulted in a considerable above-target, duplicative payout.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on an analysis of the plan amendment, a vote FOR this proposal is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	06/08/2018	Auto-Approved	06/08/2018	7,200	7,200
Total Shares:							7,200	7,200

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

ServiceNow, Inc.

bluebird bio, Inc.

Meeting Date: 06/20/2018	Country: USA	Primary Security ID: 09609G100	Meeting ID: 1234619
Record Date: 04/23/2018	Meeting Type: Annual	Ticker: BLUE	
Primary CUSIP: 09609G100	Primary ISIN: US09609G1004	Primary SEDOL: BBFL7S1	Proxy Level: 3
	Shares Voted: 283	Votable Shares: 283	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 283

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John O. Agwunobi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Mary Lynne Hedley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Daniel S. Lynch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	06/04/2018	Auto-Approved	06/04/2018	283	283
Total Shares:							283	283

Workday, Inc.

Meeting Date: 06/20/2018	Country: USA	Primary Security ID: 98138H101	Meeting ID: 1235098
Record Date: 04/23/2018	Meeting Type: Annual	Ticker: WDAY	
Primary CUSIP: 98138H101	Primary ISIN: US98138H1014	Primary SEDOL: B8K6ZD1	Proxy Level: 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Workday, Inc.

	Shares Voted: 1,855	Votable Shares: 1,855	*Shares on Loan: 0	Shares Instructed: 1,855
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Aneel Bhusri	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director David A. Duffield	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Lee J. Styslinger, III	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on an analysis of the plan amendment, a vote FOR this proposal is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	06/06/2018	Auto-Approved	06/06/2018	1,855	1,855
Total Shares:							1,855	1,855

EQT Corporation

Meeting Date: 06/21/2018	Country: USA	Primary Security ID: 26884L109	Meeting ID: 1234378
Record Date: 04/12/2018	Meeting Type: Annual	Ticker: EQT	
Primary CUSIP: 26884L109	Primary ISIN: US26884L1098	Primary SEDOL: 2319414	Proxy Level: 3
	Shares Voted: 780	Votable Shares: 780	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 780

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Vicky A. Bailey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

EQT Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Philip G. Behrman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1.3	Elect Director Kenneth M. Burke	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1.4	Elect Director A. Bray Cary, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1.5	Elect Director Margaret K. Dorman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1.6	Elect Director Thomas F. Karam	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1.7	Elect Director David L. Porges	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.8	Elect Director Daniel J. Rice, IV	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1.9	Elect Director James E. Rohr	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1.10	Elect Director Norman J. Szydlowski	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1.11	Elect Director Stephen A. Thorington	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1.12	Elect Director Lee T. Todd, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1.13	Elect Director Christine J. Toretti	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1.14	Elect Director Robert F. Vagt	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

EQT Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	06/02/2018	Auto-Approved	06/02/2018	780	780
Total Shares:							780	780

Dell Technologies Inc.

Meeting Date: 06/25/2018	Country: USA	Primary Security ID: 24703L103	Meeting ID: 1240256
Record Date: 04/26/2018	Meeting Type: Annual	Ticker: DVMT	
Primary CUSIP: 24703L103	Primary ISIN: US24703L1035	Primary SEDOL: BDB2RN7	Proxy Level: 3
	Shares Voted: 119	Votable Shares: 119	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 119

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David W. Dorman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for David Dorman, William Green, and Ellen Kullman given the board's failure to remove, or subject to a sunset requirement, its multi-class capital structure.</i>							
1.2	Elect Director William D. Green	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for David Dorman, William Green, and Ellen Kullman given the board's failure to remove, or subject to a sunset requirement, its multi-class capital structure.</i>							
1.3	Elect Director Ellen J. Kullman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse. WITHHOLD votes are warranted for David Dorman, William Green, and Ellen Kullman given the board's failure to remove, or subject to a sunset requirement, its multi-class capital structure.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Dell Technologies Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against		
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Much of the compensation for NEOs (excluding the CEO) was in the form of discretionary cash bonuses. Compensating executives in this manner weakens the overall alignment between pay and performance given that awards are not demonstrably linked to performance outcomes. In addition, an NEO received cash severance and acceleration of certain awards upon a voluntary termination of employment.</i>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507		6728029082	Confirmed	Auto-Instructed	06/13/2018	Auto-Approved	06/13/2018	60	60
Socially Responsible Investing, 020407420243		6728029075	Confirmed	Auto-Instructed	06/13/2018	Auto-Approved	06/13/2018	59	59
Total Shares:								119	119

Activision Blizzard, Inc.

Meeting Date: 06/26/2018	Country: USA	Primary Security ID: 00507V109	Meeting ID: 1236056
Record Date: 04/27/2018	Meeting Type: Annual	Ticker: ATVI	
Primary CUSIP: 00507V109	Primary ISIN: US00507V1098	Primary SEDOL: 2575818	Proxy Level: 3
	Shares Voted: 5,616	Votable Shares: 5,616	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 5,616

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Reveta Bowers	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i></p>							
1.2	Elect Director Robert Corti	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i></p>							
1.3	Elect Director Hendrik Hartong, III	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i></p>							
1.4	Elect Director Brian Kelly	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i></p>							
1.5	Elect Director Robert A. Kotick	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i></p>							

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Activision Blizzard, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Barry Meyer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							
1.7	Elect Director Robert Morgado	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.8	Elect Director Peter Nolan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							
1.9	Elect Director Casey Wasserman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							
1.10	Elect Director Elaine Wynn	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30 percent of the board is diverse. The nominee attended less than 75% of the board and committee meetings that they were scheduled to attend during the previous fiscal year without a valid excuse (e.g. illness, work on behalf of the company, service to the nation).</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, but with caution. Following the low vote result for the 2017 say-on-pay proposal, members of management engaged with shareholders and the company undertook actions to address shareholders' concerns. Annual and long-term incentives for 2017 are largely performance based, and CEO pay has decreased and is reasonably aligned with overall strong company performance, as measured by short- and long-term TSR. However, continued close monitoring is warranted given that the CEO's legacy employment agreement provides for multiple equity award opportunities that raise concerns of potential excessive payouts in the future.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 020407420511	6728029078	Confirmed	Auto-Instructed	06/13/2018	Auto-Approved	06/13/2018	5,616	5,616
Total Shares:							5,616	5,616

Nektar Therapeutics

Meeting Date: 06/26/2018	Country: USA	Primary Security ID: 640268108	Meeting ID: 1235954
Record Date: 04/27/2018	Meeting Type: Annual	Ticker: NKTR	
Primary CUSIP: 640268108	Primary ISIN: US6402681083	Primary SEDOL: 2454445	Proxy Level: 3

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Account Manager with any questions.

Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Nektar Therapeutics

Shares Voted: 1,304 **Votable Shares:** 1,304 ***Shares on Loan:** 0 **Shares Instructed:** 1,304

Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeff Ajer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse.</i>						
1b	Elect Director Robert B. Chess	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse.</i>						
1c	Elect Director Roy A. Whitfield	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one woman director after the election. The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse.</i>						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. The increase in CEO pay was driven primarily by increased incentive awards, and is supported by strong recent shareholder returns. Annual incentives are primarily based on objective, pre-set performance milestones, and fifty percent of long-term awards are performance-conditioned. However, a large portion of the CEO's 2017 bonus was determined at the discretion of the compensation committee, and the company provides limited disclosure of the factors considered for the individual performance assessment. Continued close monitoring is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	6728029085	Confirmed	Auto-Instructed	06/11/2018	Auto-Approved	06/11/2018	1,304	1,304
Total Shares:							1,304	1,304

Delta Air Lines, Inc.

Meeting Date: 06/29/2018 **Country:** USA **Primary Security ID:** 247361702 **Meeting ID:** 1235041

Record Date: 05/02/2018 **Meeting Type:** Annual **Ticker:** DAL

Primary CUSIP: 247361702 **Primary ISIN:** US2473617023 **Primary SEDOL:** B1W9D46 **Proxy Level:** 3

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Delta Air Lines, Inc.

Shares Voted: 420

Votable Shares: 420

*Shares on Loan: 0

Shares Instructed: 420

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Francis S. Blake	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Daniel A. Carp	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Ashton B. Carter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director David G. DeWalt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director William H. Easter, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director Michael P. Huerta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Jeanne P. Jackson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director George N. Mattson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Douglas R. Ralph	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Sergio A. L. Rial	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Kathy N. Waller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						

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Vote Summary Report

Reporting Period: 07/01/2017 to 06/30/2018

Location(s): Unitarian Universalist Association

Institution Account(s): All Institution Accounts

Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 020407420507	6728029082	Confirmed	Auto-Instructed	06/02/2018	Auto-Approved	06/02/2018	420	420
Total Shares:							420	420

PARAMETERS

Location(s): Unitarian Universalist Association

Account Group(s): All Account Groups

Institution Account(s): All Institution Accounts

Custodian Account(s): All Custodian Accounts

Additional Policy: None

ADR Meetings: All Meetings

Ballot Statuses: All Statuses

Contrary Votes: All Votes

Date Format: MM/DD/YYYY

Header Display: Repeat Headers for Any Meeting Split by Multiple Pages

Markets: All Markets

Meeting ID's: All Meeting ID's

Meeting Types: All Meeting Types

PoA Markets: All Markets

Proposal Proponents: All Proponents

Rationale: All Rationale

Recommendations: All Recommendations

Record Date Markets: All Markets

Shareblocking Markets: All Markets

Sort Order: Meeting Date, Company Name

Vote Instructions: All Instructions

Voting Policies: All Policies

Zero (0) Share Ballots: Exclude 0 Share Ballots

Account Watchlist: None

Country Watchlist: None

Issuer Watchlist: None

Proposal Code Watchlist: None

Proposal Code Watchlist - Agenda Output: Include Exact Matches Only

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