Alkermes plc

Meeting Date: 07/07/2022 **Country:** Ireland **Ticker:** ALKS **Proxy Level:** N/A

Record Date: 06/01/2022 **Meeting Type:** Annual **Meeting ID:** 1661254

Primary Security ID: G01767105 **Primary CUSIP:** G01767105 **Primary ISIN:** IE00B56GVS15 **Primary SEDOL:** B3P6D26

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

Votable Shares: 253 ***Shares on Loan:** 0 **Shares Instructed:** 253 **Shares Voted:** 253

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Emily Peterson Alva	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1B	Elect Director Cato T. Laurencin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1C	Elect Director Brian P. McKeon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1D	Elect Director Christopher I. Wright	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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.						
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.84 percent of the fees paid to the auditor are for non-audit purposes.						
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.						
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within the recommended limits.						
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within the recommended limits.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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

Alkermes plc

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/05/2022	Auto-Approved 07/05/2022		253	253
					Total Shares:	**253**	**253**

Snowflake Inc.

Meeting Date: 07/07/2022 **Country:** USA **Ticker:** SNOW **Proxy Level:** 3

Record Date: 05/13/2022 **Meeting Type:** Annual **Meeting ID:** 1657425

Primary Security ID: 833445109 **Primary CUSIP:** 833445109 **Primary ISIN:** US8334451098 **Primary SEDOL:** BN134B7

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 2,537 ***Shares on Loan:** 0 **Shares Instructed:** 2,537 **Shares Voted:** 2,537

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kelly A. Kramer	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for Frank Slootman, Michael (Mike) Speiser, and Kelly Kramer 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 impacts shareholder rights.						
1b	Elect Director Frank Slootman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for Frank Slootman, Michael (Mike) Speiser, and Kelly Kramer 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 impacts shareholder rights.						
1c	Elect Director Michael L. Speiser	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is non-independent and sits on a key committee.WITHHOLD votes are warranted for Frank Slootman, Michael (Mike) Speiser, and Kelly Kramer 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 impacts shareholder rights.						
2	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.73 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/23/2022	Auto-Approved 06/23/2022		290	290
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 06/23/2022	Auto-Approved 06/23/2022		2,247	2,247

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Snowflake Inc.

Total Shares:	**2,537**	**2,537**

VMware, Inc.

Meeting Date: 07/12/2022	**Country:** USA	**Ticker:** VMW	**Proxy Level:** 3
Record Date: 05/16/2022	**Meeting Type:** Annual	**Meeting ID:** 1657431	
Primary Security ID: 928563402	**Primary CUSIP:** 928563402	**Primary ISIN:** US9285634021	**Primary SEDOL:** B23SN61
	Total Ballots: 2	**Voting Policy:** UUA	
Votable Shares: 101	***Shares on Loan:** 0	**Shares Instructed:** 101	**Shares Voted:** 101

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicole Anasenes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Marianne Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Paul Sagan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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 CEO and president each received sizable promotion awards in connection with their internal promotions. Although the awards are entirely performance-based, some investors may question the awards, particularly given that the NEOs also received "top-up" grants in connection with their promotions. In addition, a sizable retention grant of RSUs to one NEO lacks performance conditions. Additional concerns exist with respect to the design of the annual and long-term incentive programs. A significant portion of annual bonuses are tied to subjective individual performance considerations and the committee relies on negative discretion to reduce payouts under the individual performance component from a maximum level. Further, PSUs under the LTI program are primarily earned based on annual measurement periods.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.27 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/28/2022	Auto-Approved 06/28/2022		55	55
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 06/28/2022	Auto-Approved 06/28/2022		46	46
					Total Shares:	**101**	**101**

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Healthcare Trust of America, Inc.

Meeting Date: 07/15/2022 **Country:** USA **Ticker:** HTA **Proxy Level:** 5
Record Date: 06/10/2022 **Meeting Type:** Special **Meeting ID:** 1663710
Primary Security ID: 42225P501 **Primary CUSIP:** 42225P501 **Primary ISIN:** US42225P5017 **Primary SEDOL:** BT9QF28

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 567 ***Shares on Loan:** 0 **Shares Instructed:** 567 **Shares Voted:** 567

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
	Voting Policy Rationale: Notwithstanding the market's negative reaction to the transaction's announcement, the underperformance of HR shares relative to the benchmark index, and that the value of the consideration is below HTA's 52-week high, the proposed merger offers HTA shareholders a double-digit premium to the median historical implied exchange ratio, in addition to 60 percent ownership of the combined company's cost savings, benefits of scale, and benefits of enhanced leasing volume. The consideration includes cash, which provides certainty of value, as well as stock, which allows participation in the upside potential of the combined company. A vote FOR the transaction is therefore warranted.						
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST the proposal is warranted. Outstanding equity awards are subject to automatic acceleration in full in connection with the merger, including recently granted performance shares. In addition, NEO Amanda Houghton is entitled to a $2.2 million single-trigger cash transaction bonus.						
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this agenda item is warranted as the underlying transaction warrants support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/05/2022	Auto-Approved 07/05/2022		567	567
					Total Shares:	**567**	**567**

Avangrid, Inc.

Meeting Date: 07/20/2022 **Country:** USA **Ticker:** AGR **Proxy Level:** 3
Record Date: 05/23/2022 **Meeting Type:** Annual **Meeting ID:** 1660091
Primary Security ID: 05351W103 **Primary CUSIP:** 05351W103 **Primary ISIN:** US05351W1036 **Primary SEDOL:** BYP0CD9

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 427 ***Shares on Loan:** 0 **Shares Instructed:** 427 **Shares Voted:** 427

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ignacio S. Galan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director John Baldacci	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Pedro Azagra Blazquez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Avangrid, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Daniel Alcain Lopez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Maria Fatima Banez Garcia	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Robert Duffy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Teresa Herbert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Patricia Jacobs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director John Lahey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Jose Angel Marra Rodriguez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Santiago Martinez Garrido	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Jose Sainz Armada	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.13	Elect Director Alan Solomont	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.14	Elect Director Camille Joseph Varlack	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.77 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Avangrid, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/29/2022	Auto-Approved 06/29/2022		427	427
					Total Shares:	**427**	**427**

Fiverr International Ltd.

Meeting Date: 07/20/2022 **Country:** Israel **Ticker:** FVRR **Proxy Level:** N/A

Record Date: 06/13/2022 **Meeting Type:** Annual **Meeting ID:** 1664608

Primary Security ID: M4R82T106 **Primary CUSIP:** M4R82T106 **Primary ISIN:** IL0011582033 **Primary SEDOL:** BKKDH30

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

Votable Shares: 1,436 ***Shares on Loan:** 0 **Shares Instructed:** 1,436 **Shares Voted:** 1,436

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Reelect Micha Kaufman as Director	Mgmt	Yes	For	For	For	For
	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, these items warrant a vote FOR.						
1b	Reelect Ron Gutler as Director	Mgmt	Yes	For	For	For	For
	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, these items warrant a vote FOR.						
1c	Reelect Gili Iohan as Director	Mgmt	Yes	For	For	For	For
	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, these items warrant a vote FOR.						
2	Amend Articles of Association Re: Forum for Adjudication of Disputes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is merited as there are no identified concerns over the proposed amendment to the article.						
3	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the audit firm and fix their remuneration is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 06/27/2022	Auto-Approved 06/27/2022		1,436	1,436
					Total Shares:	**1,436**	**1,436**

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McKesson Corporation

Meeting Date: 07/22/2022	**Country:** USA	**Ticker:** MCK	**Proxy Level:** 3
Record Date: 05/27/2022	**Meeting Type:** Annual	**Meeting ID:** 1663248	
Primary Security ID: 58155Q103	**Primary CUSIP:** 58155Q103	**Primary ISIN:** US58155Q1031	**Primary SEDOL:** 2378534
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 57	***Shares on Loan:** 0	**Shares Instructed:** 57	**Shares Voted:** 57

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Carmona	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Dominic J. Caruso	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director W. Roy Dunbar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director James H. Hinton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Donald R. Knauss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Bradley E. Lerman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Linda P. Mantia	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Maria Martinez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Susan R. Salka	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Brian S. Tyler	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Kathleen Wilson-Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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 since pay and performance are reasonably aligned at this time.						

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McKesson Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Approve 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.						
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	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.						
6	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 given that the lower ownership threshold would enhance shareholders' rights, while the company's size and the composition of its shareholder base mitigate concerns about potential abuse of the right.						
7	Adopt Policy on 10b5-1 Plans	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted. The proposed safeguards would improve the principles of the 10b5-1 plans established by the company's officers and directors, and are not considered overly burdensome.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/29/2022	Auto-Approved 06/29/2022		57	57
					Total Shares:	**57**	**57**

Linde Plc

Meeting Date: 07/25/2022 **Country:** Ireland **Ticker:** LIN **Proxy Level:** N/A

Record Date: 07/23/2022 **Meeting Type:** Annual **Meeting ID:** 1648212

Primary Security ID: G5494J103 **Primary CUSIP:** G5494J103 **Primary ISIN:** IE00BZ12WP82 **Primary SEDOL:** BZ12WP8

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 715 ***Shares on Loan:** 0 **Shares Instructed:** 715 **Shares Voted:** 715

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Sanjiv Lamba	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Ann-Kristin Achleitner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Thomas Enders	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Linde Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Edward G. Galante	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Joe Kaeser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Victoria E. Ossadnik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Martin H. Richenhagen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Alberto Weisser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Robert L. Wood	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this routine item is warranted as no significant concerns have been identified.						
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. While annual and long-term incentives were predominantly performance-based, with disclosure of pre-set, quantitative performance targets, investors would benefit from additional disclosure regarding threshold and maximum goals in the STI program. Further, while CEO pay increased significantly year-over-year, a large portion of the change was related to an increase in pension value to the departing CEO, and all pay elements for the incoming CEO are expected to be lower. Nevertheless, investors are advised to closely monitor pay levels following the early FY22 CEO transition.						
4	Approve Remuneration Report	Mgmt	Yes	For	For	For	For
	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 with the U.S. say-on-pay analysis in Item 3. Accordingly, a vote FOR this proposal is warranted, with caution.						
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item and no concerns have been identified.						
6	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement, where legally permissible, would enhance shareholder rights.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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

Linde Plc

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/05/2022	Auto-Approved 07/05/2022		673	673
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 07/05/2022	Auto-Approved 07/05/2022		42	42
					Total Shares:	**715**	**715**

DXC Technology Company

Meeting Date: 07/26/2022 **Country:** USA **Ticker:** DXC **Proxy Level:** 3

Record Date: 05/27/2022 **Meeting Type:** Annual **Meeting ID:** 1663962

Primary Security ID: 23355L106 **Primary CUSIP:** 23355L106 **Primary ISIN:** US23355L1061 **Primary SEDOL:** BYXD7B3

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

Votable Shares: 241 ***Shares on Loan:** 0 **Shares Instructed:** 241 **Shares Voted:** 241

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Amy E. Alving	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director David A. Barnes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Raul J. Fernandez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director David L. Herzog	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Dawn Rogers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Michael J. Salvino	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Carrie W. Teffner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Akihiko Washington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Robert F. Woods	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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DXC Technology 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
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.12 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay in relation to company peer group CEO median pay levels; and - High CEO pay relative to company performance compared to the company s peers.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/12/2022	Auto-Approved 07/12/2022		241	241
					Total Shares:	**241**	**241**

Kyndryl Holdings, Inc.

Meeting Date: 07/28/2022 **Country:** USA **Ticker:** KD **Proxy Level:** 3

Record Date: 05/31/2022 **Meeting Type:** Annual **Meeting ID:** 1664292

Primary Security ID: 50155Q100 **Primary CUSIP:** 50155Q100 **Primary ISIN:** US50155Q1004 **Primary SEDOL:** BP6JW21

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

Votable Shares: 145 ***Shares on Loan:** 0 **Shares Instructed:** 145 **Shares Voted:** 145

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janina Kugel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Denis Machuel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Rahul N. Merchant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Although NEOs were granted significant one-time equity awards during the past year, the awards were in connection with the company's spin-off from IBM in November 2021 and are not expected to be recurring.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Kyndryl Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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.						
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/11/2022	Auto-Approved 07/11/2022		145	145
					Total Shares:	**145**	**145**

STERIS plc

Meeting Date: 07/28/2022 **Country:** Ireland **Ticker:** STE **Proxy Level:** N/A

Record Date: 06/01/2022 **Meeting Type:** Annual **Meeting ID:** 1662037

Primary Security ID: G8473T100 **Primary CUSIP:** G8473T100 **Primary ISIN:** IE00BFY8C754 **Primary SEDOL:** BFY8C75

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

Votable Shares: 541 ***Shares on Loan:** 0 **Shares Instructed:** 541 **Shares Voted:** 541

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard C. Breeden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Daniel A. Carestio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Cynthia L. Feldmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Christopher S. Holland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Jacqueline B. Kosecoff	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Paul E. Martin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Nirav R. Shah	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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STERIS plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Mohsen M. Sohi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Richard M. Steeves	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 11.97 percent of the fees paid to the auditor are for non-audit purposes.						
3	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 11.97 percent of the fees paid to the auditor are for non-audit purposes.						
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Under the Irish Companies Act, the remuneration of the company's Irish statutory auditor must be fixed by the shareholders in a general meeting. Given that the most recent fees paid to the auditor are reasonable, a vote FOR this proposal is warranted.						
5	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. Annual incentive payouts are entirely based on pre-set financial metrics and a majority of long-term performance incentives are performance conditioned.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/06/2022	Auto-Approved 07/06/2022		541	541
					Total Shares:	**541**	**541**

Allegro MicroSystems, Inc.

Meeting Date: 08/04/2022 **Country:** USA **Ticker:** ALGM **Proxy Level:** 3

Record Date: 06/09/2022 **Meeting Type:** Annual **Meeting ID:** 1666030

Primary Security ID: 01749D105 **Primary CUSIP:** 01749D105 **Primary ISIN:** US01749D1054 **Primary SEDOL:** BN4LSB6

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

Votable Shares: 1,639 ***Shares on Loan:** 0 **Shares Instructed:** 1,639 **Shares Voted:** 1,639

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yoshihiro (Zen) Suzuki	Mgmt	Yes	For	Withhold	Withhold	Withhold

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Allegro MicroSystems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent directors Yoshihiro (Zen) Suzuki, David Aldrich, and Paul (Chip) Schorr IV 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 impacts shareholder rights.WITHHOLD votes are further warranted for compensation committee member Paul (Chip) Schorr IV given that there are problematic severance arrangements with the CEO who received fully-vested RSUs in exchange for outstanding performance units, based on target performance or actual performance, whichever is greater.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director David J. Aldrich	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent directors Yoshihiro (Zen) Suzuki, David Aldrich, and Paul (Chip) Schorr IV 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 impacts shareholder rights.WITHHOLD votes are further warranted for compensation committee member Paul (Chip) Schorr IV given that there are problematic severance arrangements with the CEO who received fully-vested RSUs in exchange for outstanding performance units, based on target performance or actual performance, whichever is greater.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Kojiro (Koji) Hatano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Paul Carl (Chip) Schorr, IV	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for incumbent directors Yoshihiro (Zen) Suzuki, David Aldrich, and Paul (Chip) Schorr IV 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 impacts shareholder rights.WITHHOLD votes are further warranted for compensation committee member Paul (Chip) Schorr IV given that there are problematic severance arrangements with the CEO who received fully-vested RSUs in exchange for outstanding performance units, based on target performance or actual performance, whichever is greater.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the new auditor is warranted.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,639	1,639
			07/18/2022	07/18/2022			
					Total Shares:	**1,639**	**1,639**

Switch, Inc.

Meeting Date: 08/04/2022 **Country:** USA **Ticker:** SWCH **Proxy Level:** 5

Record Date: 06/15/2022 **Meeting Type:** Special **Meeting ID:** 1666960

Primary Security ID: 87105L104 **Primary CUSIP:** 87105L104 **Primary ISIN:** US87105L1044 **Primary SEDOL:** BF2YWK8

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Switch, Inc.

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

Votable Shares: 249 ***Shares on Loan:** 0 **Shares Instructed:** 249 **Shares Voted:** 249

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: The board appears to have conducted a fairly thorough and competitive process, which resulted in four initial bids. The offer represents a 19.0 percent premium to the unaffected price, which was also SWCH's all-time high closing price, and the all-cash cash consideration provides immediate liquidity and certainty of value to shareholders. In light of these factors, as well as the apparent downside risk of non-approval given the stock's relative outperformance since the unaffected date, support FOR the proposed transaction is warranted.						
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Cash severance is double trigger and reasonably based, and no excise tax gross-ups are payable. However, equity awards are entirely subject to single-trigger vesting, including full vesting of recently granted performance equity based on actual performance through the time of the merger.						
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this item is warranted as the underlying transaction warrants support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		249	249
			07/25/2022	07/25/2022			
					Total Shares:	**249**	**249**

CAE Inc.

Meeting Date: 08/10/2022 **Country:** Canada **Ticker:** CAE **Proxy Level:** 3

Record Date: 06/15/2022 **Meeting Type:** Annual **Meeting ID:** 1654542

Primary Security ID: 124765108 **Primary CUSIP:** 124765108 **Primary ISIN:** CA1247651088 **Primary SEDOL:** 2162760

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

Votable Shares: 954 ***Shares on Loan:** 0 **Shares Instructed:** 954 **Shares Voted:** 954

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ayman Antoun	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach, and Andrew Stevens for lack of diversity on the board. Vote FOR the other proposed nominees.						
1.2	Elect Director Margaret S. (Peg) Billson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach, and Andrew Stevens for lack of diversity on the board. Vote FOR the other proposed nominees.						
1.3	Elect Director Elise Eberwein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach, and Andrew Stevens for lack of diversity on the board. Vote FOR the other proposed nominees.						

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CAE Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Michael M. Fortier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach, and Andrew Stevens for lack of diversity on the board. Vote FOR the other proposed nominees.						
1.5	Elect Director Marianne Harrison	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach, and Andrew Stevens for lack of diversity on the board. Vote FOR the other proposed nominees.						
1.6	Elect Director Alan N. MacGibbon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach, and Andrew Stevens for lack of diversity on the board. Vote FOR the other proposed nominees.						
1.7	Elect Director Mary Lou Maher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach, and Andrew Stevens for lack of diversity on the board. Vote FOR the other proposed nominees.						
1.8	Elect Director Francois Olivier	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach, and Andrew Stevens for lack of diversity on the board. Vote FOR the other proposed nominees.						
1.9	Elect Director Marc Parent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach, and Andrew Stevens for lack of diversity on the board. Vote FOR the other proposed nominees.						
1.10	Elect Director David G. Perkins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach, and Andrew Stevens for lack of diversity on the board. Vote FOR the other proposed nominees.						
1.11	Elect Director Michael E. Roach	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach, and Andrew Stevens for lack of diversity on the board. Vote FOR the other proposed nominees.						
1.12	Elect Director Patrick M. Shanahan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach, and Andrew Stevens for lack of diversity on the board. Vote FOR the other proposed nominees.						
1.13	Elect Director Andrew J. Stevens	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach, and Andrew Stevens for lack of diversity on the board. Vote FOR the other proposed nominees.						

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CAE Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR this item because only 7.81 percent of the total audit fees paid to the auditor are attributable to non-audit fees.						
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR this non-binding advisory vote.The quantitative pay-for-performance screen has identified a medium concern, driven by the company's relative degree of pay-and-performance alignment (RDA). In addition, the company saw a notable decline in support for its say-on-pay resolution in the prior year which does not appear to have been specifically addressed in disclosures. While the medium concern level has been maintained, on balance, the company has shown adequate stewardship of investor's interest regarding executive compensation.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/20/2022	Auto-Approved 07/20/2022		954	954
					Total Shares:	**954**	**954**

Electronic Arts Inc.

Meeting Date: 08/11/2022 **Country:** USA **Ticker:** EA **Proxy Level:** 4

Record Date: 06/17/2022 **Meeting Type:** Annual **Meeting ID:** 1666639

Primary Security ID: 285512109 **Primary CUSIP:** 285512109 **Primary ISIN:** US2855121099 **Primary SEDOL:** 2310194

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

Votable Shares: 226 ***Shares on Loan:** 0 **Shares Instructed:** 226 **Shares Voted:** 226

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kofi A. Bruce	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Rachel A. Gonzalez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Jeffrey T. Huber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Talbott Roche	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Richard A. Simonson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Electronic Arts Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Luis A. Ubinas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Heidi J. Ueberroth	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Andrew Wilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Following last year's low say-on-pay vote result, the compensation committee engaged with shareholders, disclosed specific feedback received, and implemented positive pay program changes and disclosure improvements. Accordingly, the committee has demonstrated adequate responsiveness. There is some concern surrounding the company's annual incentive program, particularly with respect to a significant portion being based on a qualitative assessment. However, certain concerns are mitigated as the committee implemented a cap on NEOs' maximum bonus opportunity, in response to shareholder concerns. In addition, the annual LTI is primarily performance-based, and the value of the CEO's equity awards decreased significantly year-over-year. Further, the proxy notes that the financial performance weighting of the company bonus pool funding formula will be increased for FY23. On balance of these factors, a vote FOR this proposal is warranted.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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.						
5	Reduce Ownership Threshold for Shareholders to Call Special Meetings to 15%	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as a reduction in the ownership threshold for shareholders to call a special meeting would represent an improvement to the current right.						
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the request applies only to future severance arrangements, the current agreements will not be affected, the request offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting, and it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/25/2022	Auto-Approved 07/25/2022		226	226
					Total Shares:	**226**	**226**

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The J. M. Smucker Company

Meeting Date: 08/17/2022	**Country:** USA	**Ticker:** SJM	**Proxy Level:** 3
Record Date: 06/21/2022	**Meeting Type:** Annual	**Meeting ID:** 1669353	
Primary Security ID: 832696405	**Primary CUSIP:** 832696405	**Primary ISIN:** US8326964058	**Primary SEDOL:** 2951452
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 435	***Shares on Loan:** 0	**Shares Instructed:** 435	**Shares Voted:** 435

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan E. Chapman-Hughes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Paul J. Dolan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Jay L. Henderson	Mgmt	Yes	For	For	Against	Against
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Jonathan E. Johnson, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Kirk L. Perry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Sandra Pianalto	Mgmt	Yes	For	For	Against	Against
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Alex Shumate	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Mark T. Smucker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Richard K. Smucker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Jodi L. Taylor	Mgmt	Yes	For	For	Against	Against
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Dawn C. Willoughby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 33.59 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						

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The J. M. Smucker 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
	Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives are majority based on pre-set financial metrics, although the target for the main performance metric was set lower than the prior year's actual result due to COVID-19 pandemic-related economic uncertainty and divestments. The long-term incentive equity awards are also majority performance-conditioned and are measured over a multi-year performance period.						
4	Amend Votes Per Share of Existing Stock	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/20/2022	Auto-Approved 07/20/2022		435	435
					Total Shares:	**435**	**435**

Atlassian Corporation Plc

Meeting Date: 08/22/2022 **Country:** United Kingdom **Ticker:** TEAM **Proxy Level:** N/A

Record Date: 08/08/2022 **Meeting Type:** Special **Meeting ID:** 1670106

Primary Security ID: G06242104 **Primary CUSIP:** G06242104 **Primary ISIN:** GB00BZ09BD16 **Primary SEDOL:** BZ09BD1

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

Votable Shares: 2,678 ***Shares on Loan:** 0 **Shares Instructed:** 2,678 **Shares Voted:** 2,678

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, although it is not without concern for shareholders because:- There will be significant changes in the rights of the shareholders after the redomiciling of the company's parent holding company from the UK to the US, while the company is creating a significant number of authorized shares that would allow the board to increase the number of shares outstanding several times without shareholder approval.The main reason for support is:- The proposal is supported by compelling rationale and is considered to better align the Atlassian's corporate structure with its business objectives, operating footprint, and market position.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 08/10/2022	Auto-Approved 08/10/2022		2,678	2,678
					Total Shares:	**2,678**	**2,678**

Atlassian Corporation Plc

Meeting Date: 08/22/2022 **Country:** United Kingdom **Ticker:** TEAM **Proxy Level:** N/A

Record Date: 08/08/2022 **Meeting Type:** Court **Meeting ID:** 1670107

Primary Security ID: G06242104 **Primary CUSIP:** G06242104 **Primary ISIN:** GB00BZ09BD16 **Primary SEDOL:** BZ09BD1

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Atlassian Corporation Plc

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

Votable Shares: 2,678 ***Shares on Loan:** 0 **Shares Instructed:** 2,678 **Shares Voted:** 2,678

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Court Meeting	Mgmt	No				
1	Approve Scheme of Arrangement	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		2,678	2,678
			08/10/2022	08/10/2022			
					Total Shares:	**2,678**	**2,678**

Dynatrace, Inc.

Meeting Date: 08/24/2022 **Country:** USA **Ticker:** DT **Proxy Level:** 3

Record Date: 07/01/2022 **Meeting Type:** Annual **Meeting ID:** 1670712

Primary Security ID: 268150109 **Primary CUSIP:** 268150109 **Primary ISIN:** US2681501092 **Primary SEDOL:** BJV2RD9

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

Votable Shares: 560 ***Shares on Loan:** 0 **Shares Instructed:** 560 **Shares Voted:** 560

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ambika Kapur Gadre	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Steve Rowland	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Steve Rowland and Kenneth (Chip) Virnig II 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 impacts shareholder rights.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Kenneth 'Chip' Virnig	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Steve Rowland and Kenneth (Chip) Virnig II 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 impacts shareholder rights.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.36 percent of the fees paid to the auditor are for non-audit purposes.						
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.						

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Dynatrace, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		560	560
			08/04/2022	08/04/2022			
					Total Shares:	**560**	**560**

Helen of Troy Limited

Meeting Date: 08/24/2022 **Country:** Bermuda **Ticker:** HELE **Proxy Level:** N/A

Record Date: 06/22/2022 **Meeting Type:** Annual **Meeting ID:** 1666549

Primary Security ID: G4388N106 **Primary CUSIP:** G4388N106 **Primary ISIN:** BMG4388N1065 **Primary SEDOL:** 2419530

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

Votable Shares: 570 ***Shares on Loan:** 0 **Shares Instructed:** 570 **Shares Voted:** 570

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julien R. Mininberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Timothy F. Meeker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Krista L. Berry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Vincent D. Carson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Thurman K. Case	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Tabata L. Gomez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Elena B. Otero	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Beryl B. Raff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Darren G. Woody	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						

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Helen of Troy Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 08/05/2022	Auto-Approved 08/05/2022		570	570
					Total Shares:	**570**	**570**

Boot Barn Holdings, Inc.

Meeting Date: 08/29/2022 **Country:** USA **Ticker:** BOOT **Proxy Level:** 3

Record Date: 06/30/2022 **Meeting Type:** Annual **Meeting ID:** 1670711

Primary Security ID: 099406100 **Primary CUSIP:** 099406100 **Primary ISIN:** US0994061002 **Primary SEDOL:** BRS6600

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

Votable Shares: 1,280 ***Shares on Loan:** 0 **Shares Instructed:** 1,280 **Shares Voted:** 1,280

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Starrett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Chris Bruzzo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Eddie Burt	Mgmt	Yes	For	For	Withhold	Withhold
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director James G. Conroy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Lisa G. Laube	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Anne MacDonald	Mgmt	Yes	For	For	Withhold	Withhold
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Brenda I. Morris	Mgmt	Yes	For	For	Withhold	Withhold
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						

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Boot Barn Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Brad Weston	Mgmt	Yes	For	For	Withhold	Withhold
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
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 Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.90 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,280	1,280
			08/02/2022	08/02/2022			
					Total Shares:	**1,280**	**1,280**

Centennial Resource Development, Inc.

Meeting Date: 08/29/2022 **Country:** USA **Ticker:** CDEV **Proxy Level:** 5

Record Date: 07/25/2022 **Meeting Type:** Special **Meeting ID:** 1673294

Primary Security ID: 15136A102 **Primary CUSIP:** 15136A102 **Primary ISIN:** US15136A1025 **Primary SEDOL:** BYM4Z79

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

Votable Shares: 12,678 ***Shares on Loan:** 0 **Shares Instructed:** 12,678 **Shares Voted:** 12,678

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Business Combination Agreement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: In light of the compelling strategic rationale, as well as the apparent support of a large shareholder for the deal, a vote FOR the proposed share issuance is warranted.						
2A	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the request is reasonable and there are no substantial concerns about the company's past use of shares.						
2B	Eliminate Right to Act by Written Consent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as removal of the ability to act by written consent when the company has a controlling shareholder is in the best interests of minority shareholders.						

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Centennial Resource Development, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2C	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as Delaware courts are considered an appropriate forum for the resolution of internal corporate claims arising under Delaware law.						
2D	Approve Proposed Charter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted since the underlying transaction warrants support.						
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, and no excise tax gross-ups are payable. In addition, outstanding equity held by executives will only vest upon a qualifying termination.						
4	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the underlying transaction (Item 1) merits support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 08/17/2022	Auto-Approved 08/17/2022		12,678	12,678
					Total Shares:	**12,678**	**12,678**

Casey's General Stores, Inc.

Meeting Date: 08/30/2022 **Country:** USA **Ticker:** CASY **Proxy Level:** 3

Record Date: 06/30/2022 **Meeting Type:** Annual **Meeting ID:** 1671482

Primary Security ID: 147528103 **Primary CUSIP:** 147528103 **Primary ISIN:** US1475281036 **Primary SEDOL:** 2179414

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

Votable Shares: 673 ***Shares on Loan:** 0 **Shares Instructed:** 673 **Shares Voted:** 673

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director H. Lynn Horak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Diane C. Bridgewater	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Sri Donthi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Donald E. Frieson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Cara K. Heiden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Casey's General Stores, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director David K. Lenhardt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Darren M. Rebelez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Larree M. Renda	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Judy A. Schmeling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Gregory A. Trojan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Allison M. Wing	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.28 percent of the fees paid to the auditor are for non-audit purposes.						
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 08/05/2022	Auto-Approved 08/05/2022		673	673
					Total Shares:	**673**	**673**

Nielsen Holdings Plc

Meeting Date: 09/01/2022 **Country:** United Kingdom **Ticker:** NLSN **Proxy Level:** N/A

Record Date: 08/16/2022 **Meeting Type:** Special **Meeting ID:** 1669877

Primary Security ID: G6518L108 **Primary CUSIP:** G6518L108 **Primary ISIN:** GB00BWFY5505 **Primary SEDOL:** BWFY550

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

Votable Shares: 416 ***Shares on Loan:** 0 **Shares Instructed:** 416 **Shares Voted:** 416

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to Merger	Mgmt	Yes	For	For	For	For

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Nielsen Holdings Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: A vote FOR this proposal is warranted. Concerns stemming from the limited sale process, the slight discount to the trailing one-year high closing price, and the shareholder opposition are collectively mitigated by the recent history of transaction-related developments, the valuation, and the downside risk of non-approval.						
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. While equity awards will be automatically accelerated upon the merger close, cash severance is double trigger and of a reasonable basis. Further, no excise tax gross-ups are payable.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/25/2022	Auto-Approved 07/25/2022		416	416
					Total Shares:	**416**	**416**

Nielsen Holdings plc

Meeting Date: 09/01/2022 **Country:** United Kingdom **Ticker:** NLSN **Proxy Level:** N/A

Record Date: 08/16/2022 **Meeting Type:** Court **Meeting ID:** 1669880

Primary Security ID: G6518L108 **Primary CUSIP:** G6518L108 **Primary ISIN:** GB00BWFY5505 **Primary SEDOL:** BWFY550

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

Votable Shares: 416 ***Shares on Loan:** 0 **Shares Instructed:** 416 **Shares Voted:** 416

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Court Meeting	Mgmt	No				
1	Approve Scheme of Arrangement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Concerns stemming from the limited sale process, the slight discount to the trailing one-year high closing price, and the shareholder opposition are mitigated by the recent history of transaction-related developments, the valuation, and the downside risk of non-approval.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/25/2022	Auto-Approved 07/25/2022		416	416
					Total Shares:	**416**	**416**

Deckers Outdoor Corporation

Meeting Date: 09/12/2022 **Country:** USA **Ticker:** DECK **Proxy Level:** 3

Record Date: 07/14/2022 **Meeting Type:** Annual **Meeting ID:** 1672352

Primary Security ID: 243537107 **Primary CUSIP:** 243537107 **Primary ISIN:** US2435371073 **Primary SEDOL:** 2267278

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

Deckers Outdoor Corporation

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

Votable Shares: 48 ***Shares on Loan:** 0 **Shares Instructed:** 48 **Shares Voted:** 48

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael F. Devine, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director David A. Burwick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Nelson C. Chan	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Cynthia (Cindy) L. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Juan R. Figuereo	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Maha S. Ibrahim	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Victor Luis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Dave Powers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Lauri M. Shanahan	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Bonita C. Stewart	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 08/15/2022	Auto-Approved 08/15/2022		48	48

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

Deckers Outdoor Corporation

Total Shares:	48	48

NortonLifeLock Inc.

Meeting Date: 09/13/2022	**Country:** USA	**Ticker:** NLOK	**Proxy Level:** 3
Record Date: 07/18/2022	**Meeting Type:** Annual	**Meeting ID:** 1674206	
Primary Security ID: 668771108	**Primary CUSIP:** 668771108	**Primary ISIN:** US6687711084	**Primary SEDOL:** BJN4XN5
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 556	***Shares on Loan:** 0	**Shares Instructed:** 556	**Shares Voted:** 556

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan P. Barsamian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Eric K. Brandt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Frank E. Dangeard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Nora M. Denzel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Peter A. Feld	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Emily Heath	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Vincent Pilette	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Sherrese M. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.77 percent of the fees paid to the auditor are for non-audit purposes.						
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 CEO pay and company performance remain reasonably aligned. Annual incentives remain based on objective financial performance metrics, and the majority of the company's equity awards are conditioned on multi-year performance goals.						
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.						

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NortonLifeLock Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For

Voting Policy Rationale: A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 08/24/2022	Auto-Approved 08/24/2022		556	556
					Total Shares:	**556**	**556**

Twitter, Inc.

Meeting Date: 09/13/2022 **Country:** USA **Ticker:** TWTR **Proxy Level:** 5

Record Date: 07/22/2022 **Meeting Type:** Special **Meeting ID:** 1672710

Primary Security ID: 90184L102 **Primary CUSIP:** 90184L102 **Primary ISIN:** US90184L1026 **Primary SEDOL:** BFLR866

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

Votable Shares: 317 ***Shares on Loan:** 0 **Shares Instructed:** 317 **Shares Voted:** 317

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: The board did not conduct a formal auction process and the offer implies a discount to the trailing one-year high. However, questions about opportunism are mitigated by the lack of competing proposals and the lack of shareholder opposition to the transaction. Moreover, the all-cash offer provides liquidity and certainty of value to shareholders, and there is clear downside risk of non-approval. In light of these factors, a vote FOR this proposal is warranted.

2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR the proposal is warranted. Cash severance is double trigger and of a reasonable basis, with no excise tax gross-ups payable. In addition, unvested equity held by executives will only accelerate upon a qualifying termination.

3	Adjourn Meeting	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as the underlying transaction warrants shareholder support.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 08/31/2022	Auto-Approved 08/31/2022		317	317
					Total Shares:	**317**	**317**

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Take-Two Interactive Software, Inc.

Meeting Date: 09/16/2022	**Country:** USA	**Ticker:** TTWO	**Proxy Level:** 3
Record Date: 07/25/2022	**Meeting Type:** Annual	**Meeting ID:** 1672901	
Primary Security ID: 874054109	**Primary CUSIP:** 874054109	**Primary ISIN:** US8740541094	**Primary SEDOL:** 2122117
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 41	***Shares on Loan:** 0	**Shares Instructed:** 41	**Shares Voted:** 41

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Strauss Zelnick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Michael Dornemann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director J Moses	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Michael Sheresky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director LaVerne Srinivasan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Susan Tolson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Paul Viera	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Roland Hernandez	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director William "Bing" Gordon	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Ellen Siminoff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, due to longstanding concerns around incentive program target-setting. Compensation for the CEO is primarily paid by the external manager under a management services agreement. Although this arrangement can result in limited pay disclosure, in this case the company provides thorough disclosure of the applicable pay programs. In recent years, there have been goal rigor concerns identified for the company, and a qualitative review of the 2022 annual incentive program renews these concerns. Specifically, the target goal in the STI was set well below the prior year's actual results. While there is proxy disclosure regarding the compensation committee's rationale for lowering its target due to outperformance in FY21 and new challenges for FY22, this disclosure does not substantially mitigate concerns and does not adequately explain why the target was set below pre-pandemic performance levels. This is particularly concerning given that the company has a history of setting goals below the prior year's actual performance, resulting in payouts earned at well-above target or at maximum each year for nearly a decade.						

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Take-Two Interactive Software, 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: A vote FOR this item is warranted because only 20.01 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/01/2022	Auto-Approved 09/01/2022		41	41
					Total Shares:	**41**	**41**

FedEx Corporation

Meeting Date: 09/19/2022 **Country:** USA **Ticker:** FDX **Proxy Level:** 3

Record Date: 07/25/2022 **Meeting Type:** Annual **Meeting ID:** 1675099

Primary Security ID: 31428X106 **Primary CUSIP:** 31428X106 **Primary ISIN:** US31428X1063 **Primary SEDOL:** 2142784

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

Votable Shares: 356 ***Shares on Loan:** 0 **Shares Instructed:** 356 **Shares Voted:** 356

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marvin R. Ellison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Stephen E. Gorman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Susan Patricia Griffith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Kimberly A. Jabal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Amy B. Lane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director R. Brad Martin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Nancy A. Norton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Frederick P. Perpall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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FedEx Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Joshua Cooper Ramo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Susan C. Schwab	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Frederick W. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director David P. Steiner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Rajesh Subramaniam	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director V. James Vena	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1o	Elect Director Paul S. Walsh	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. There remains some ongoing concern regarding the majority time-based long-term incentives and the use of tax reimbursement for restricted stock awards. However, both the annual incentive and long-term cash incentive utilize objective financial metrics with clearly disclosed forward goals, recent below target payouts align with operational and TSR performance, and overall pay and performance are reasonably aligned at this time. Some monitoring of pay outcomes may nonetheless be warranted given the recent executive leadership changes.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.32 percent of the fees paid to the auditor are for non-audit purposes.						
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.						
5	Require Independent Board Chair	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.						
6	Report on Alignment Between Company Values and Electioneering Contributions	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as a congruency analysis between FedEx's political contributions spending and its stated values would enable shareholders to better evaluate how well the company is assessing and mitigating risks to its reputation, brand, and shareholder value.						
7	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's lobbying expenditures would give shareholders a better understanding of the company's management of its lobbying activities and any related risks and benefits.						

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FedEx Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Report on Racism in Corporate Culture	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's existing diversity and inclusion initiatives.						
9	Report on Climate Lobbying	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as an assessment of the alignment between the company s lobbying activities and the goals of the Paris Agreement would give shareholders a better understanding of the company's management of its lobbying activities and any related risks and benefits.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/06/2022	Auto-Approved 09/06/2022		356	356
					Total Shares:	**356**	**356**

Black Knight, Inc.

Meeting Date: 09/21/2022 **Country:** USA **Ticker:** BKI **Proxy Level:** 5

Record Date: 08/12/2022 **Meeting Type:** Special **Meeting ID:** 1677667

Primary Security ID: 09215C105 **Primary CUSIP:** 09215C105 **Primary ISIN:** US09215C1053 **Primary SEDOL:** BDG75V1

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

Votable Shares: 215 ***Shares on Loan:** 0 **Shares Instructed:** 215 **Shares Voted:** 215

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: While the board appears to have conducted a limited process, the offer represents a 42.5 percent premium to the unaffected price, the cash portion of the consideration provides liquidity and certainty of value, the stock portion of the consideration offers the opportunity to participate in upside that may result from the combination, and there appears to be downside risk of non-approval. In light of these factors, support FOR the proposed transaction is warranted.						
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Cash severance is double trigger and reasonably based, no excise tax gross-ups are payable, and equity awards will be assumed by the acquirer and will continue to be subject to double-trigger acceleration. However, the executive chairman (and recent former CEO) is eligible to receive a large discretionary cash bonus and the company does not disclose a rationale for the award's size.						
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the underlying transaction warrants shareholder support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/09/2022	Auto-Approved 09/09/2022		215	215
					Total Shares:	**215**	**215**

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Black Knight, Inc.

Conagra Brands, Inc.

Meeting Date: 09/21/2022	**Country:** USA	**Ticker:** CAG	**Proxy Level:** 3
Record Date: 08/01/2022	**Meeting Type:** Annual	**Meeting ID:** 1675602	
Primary Security ID: 205887102	**Primary CUSIP:** 205887102	**Primary ISIN:** US2058871029	**Primary SEDOL:** 2215460
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 574	***Shares on Loan:** 0	**Shares Instructed:** 574	**Shares Voted:** 574

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anil Arora	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Thomas "Tony" K. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Emanuel "Manny" Chirico	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Sean M. Connolly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director George Dowdie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Fran Horowitz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Richard H. Lenny	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Melissa Lora	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Ruth Ann Marshall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Denise A. Paulonis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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 were reasonably aligned for the year in review.						

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Conagra Brands, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Provide Right to Act by Written Consent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to act by written consent would improve shareholder rights.						
5	Require Independent Board Chair	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from a policy requiring more independent oversight of management in the form of an independent chairman.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/02/2022	Auto-Approved 09/02/2022		574	574
					Total Shares:	**574**	**574**

Darden Restaurants, Inc.

Meeting Date: 09/21/2022 **Country:** USA **Ticker:** DRI **Proxy Level:** 3

Record Date: 07/27/2022 **Meeting Type:** Annual **Meeting ID:** 1675024

Primary Security ID: 237194105 **Primary CUSIP:** 237194105 **Primary ISIN:** US2371941053 **Primary SEDOL:** 2289874

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

Votable Shares: 175 ***Shares on Loan:** 0 **Shares Instructed:** 175 **Shares Voted:** 175

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Margaret Shan Atkins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Ricardo 'Rick' Cardenas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Juliana L. Chugg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director James P. Fogarty	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Cynthia T. Jamison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Eugene I. Lee, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Nana Mensah	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Darden Restaurants, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director William S. Simon	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Charles M. Sonsteby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Timothy J. Wilmott	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 CEO pay and company performance are reasonably aligned at this time. Annual incentives remain sufficiently performance-based and the company targets half of its regular equity awards to be conditioned on long-term performance.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 08/26/2022	Auto-Approved 08/26/2022		175	175
					Total Shares:	**175**	**175**

1Life Healthcare, Inc.

Meeting Date: 09/22/2022 **Country:** USA **Ticker:** ONEM **Proxy Level:** 5

Record Date: 08/22/2022 **Meeting Type:** Special **Meeting ID:** 1678748

Primary Security ID: 68269G107 **Primary CUSIP:** 68269G107 **Primary ISIN:** US68269G1076 **Primary SEDOL:** BKMG1N5

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

Votable Shares: 3,989 ***Shares on Loan:** 0 **Shares Instructed:** 3,989 **Shares Voted:** 3,989

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: Although the board did not run an auction process, there was a competitive bidding process with a second bidder and the sales process was made public two weeks before the merger announcement. Shareholders should also consider the possible risk of regulatory approval due to the FTC request for additional information related to its review of the proposed transaction, which could account for the fact that shares are trading at a 5.3 percent discount to the merger consideration as of Sept. 6, 2022.Notwithstanding these concerns, the offer implies a 117.4 percent premium to the unaffected date price, the implied valuation appears fair, there is a potential downside risk of non-approval, and the cash consideration provides shareholders liquidity and certainty of value. On balance, support FOR the proposed transaction is warranted.						

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1Life Healthcare, 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	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Cash severance is double-trigger and reasonably based, no excise tax gross-ups are payable, and unvested equity awards are subject to acceleration on a double-trigger basis. In addition, the CEO waived his right to certain benefits upon good reason resignation, and any unvested portion of his recently granted retention award will be forfeited upon closing of the merger.						
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 09/12/2022	Auto-Approved 09/12/2022		3,989	3,989
					Total Shares:	**3,989**	**3,989**

WNS (Holdings) Limited

Meeting Date: 09/22/2022 **Country:** Jersey **Ticker:** WNS **Proxy Level:** N/A

Record Date: 08/18/2022 **Meeting Type:** Annual **Meeting ID:** 1675352

Primary Security ID: 92932M101 **Primary CUSIP:** 92932M101 **Primary ISIN:** US92932M1018 **Primary SEDOL:** B194GX4

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

Votable Shares: 1,412 ***Shares on Loan:** 0 **Shares Instructed:** 1,412 **Shares Voted:** 1,412

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt	No				
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
2	Ratify Grant Thornton Bharat LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						
3	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						
4	Reelect Timothy L. Main as a Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
5	Reelect Thi Nhuoc Lan Tu as a Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
6	Reelect Mario P. Vitale as a Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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WNS (Holdings) Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Reelect Gareth Williams as a Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
8	Approve Remuneration of Directors	Mgmt	Yes	For	For	For	For
	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.						
9	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 cost is excessive; - The estimated duration of available and proposed shares exceeds six years; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate the vesting of outstanding awards.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 09/09/2022	Auto-Approved 09/09/2022		1,412	1,412
					Total Shares:	**1,412**	**1,412**

Centene Corporation

Meeting Date: 09/27/2022 **Country:** USA **Ticker:** CNC **Proxy Level:** 2

Record Date: 08/10/2022 **Meeting Type:** Special **Meeting ID:** 1675808

Primary Security ID: 15135B101 **Primary CUSIP:** 15135B101 **Primary ISIN:** US15135B1017 **Primary SEDOL:** 2807061

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

Votable Shares: 714 ***Shares on Loan:** 0 **Shares Instructed:** 714 **Shares Voted:** 714

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as it would immediately enhance board accountability to shareholders and demonstrate a commitment to shareholders' interests on the part of management.						
2	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. As the company does not currently provide shareholders with the ability to call special meetings, this would represent an enhancement to shareholders' rights.						
3	Provide Right to Act by Written Consent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The right to act by written consent is a powerful tool for shareholders to take action in between annual meetings and is generally considered good governance. Additionally, the company does not have a shareholder who could abuse the written consent right.						
4	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as all ballot items merit shareholder support.						

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Centene Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/09/2022	Auto-Approved 09/09/2022		714	714
					Total Shares:	**714**	**714**

General Mills, Inc.

Meeting Date: 09/27/2022 **Country:** USA **Ticker:** GIS **Proxy Level:** 3

Record Date: 07/29/2022 **Meeting Type:** Annual **Meeting ID:** 1675092

Primary Security ID: 370334104 **Primary CUSIP:** 370334104 **Primary ISIN:** US3703341046 **Primary SEDOL:** 2367026

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

Votable Shares: 590 ***Shares on Loan:** 0 **Shares Instructed:** 590 **Shares Voted:** 590

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director R. Kerry Clark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director David M. Cordani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director C. Kim Goodwin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Jeffrey L. Harmening	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Maria G. Henry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jo Ann Jenkins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Elizabeth C. Lempres	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Diane L. Neal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Steve Odland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Maria A. Sastre	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Eric D. Sprunk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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General Mills, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Jorge A. Uribe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Approve 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	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. Annual and long-term incentives are primarily performance-based and long-term incentives utilize a multi-year performance period.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.02 percent of the fees paid to the auditor are for non-audit purposes.						
5	Require Independent Board Chair	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.						
6	Report on Absolute Plastic Packaging Use Reduction	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to its use of plastic packaging.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/09/2022	Auto-Approved 09/09/2022		590	590
					Total Shares:	**590**	**590**

Duke Realty Corporation

Meeting Date: 09/28/2022 **Country:** USA **Ticker:** DRE **Proxy Level:** 5

Record Date: 08/08/2022 **Meeting Type:** Special **Meeting ID:** 1674125

Primary Security ID: 264411505 **Primary CUSIP:** 264411505 **Primary ISIN:** US2644115055 **Primary SEDOL:** 2284084

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

Votable Shares: 379 ***Shares on Loan:** 0 **Shares Instructed:** 379 **Shares Voted:** 379

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: The company did not conduct an auction, which makes it difficult for shareholders to have market-based certainty that the offered consideration represents the best available alternative.While the value of the merger consideration represents a discount to recent trading prices, the offered consideration represents a premium to the unaffected price and the implied valuation is in line with historical trading levels. Further, there is downside risk of non-approval, and the equity form of consideration allows DRE shareholders to benefit from the expected upside of a larger combined entity. On balance, support FOR the transaction is warranted.						

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Duke Realty Corporation

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. Although cash severance is double trigger and reasonably based, equity awards are single trigger. Further, NEOs are expected to receive significant problematic excise tax gross-ups pursuant to a program the board is expected to adopt prior to closing. This egregious action contradicts prior statements by the board in its annual proxy which stated that CIC excise tax protections are not in long-term shareholders' interests.						
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this proposal is warranted, as the underlying transaction merits support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/13/2022	Auto-Approved 09/13/2022		379	379
					Total Shares:	**379**	**379**

Prologis, Inc.

Meeting Date: 09/28/2022 **Country:** USA **Ticker:** PLD **Proxy Level:** 5

Record Date: 08/08/2022 **Meeting Type:** Special **Meeting ID:** 1674123

Primary Security ID: 74340W103 **Primary CUSIP:** 74340W103 **Primary ISIN:** US74340W1036 **Primary SEDOL:** B44WZD7

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

Votable Shares: 2,823 ***Shares on Loan:** 0 **Shares Instructed:** 2,823 **Shares Voted:** 2,823

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
	Voting Policy Rationale: PLD shares have declined modestly since the unaffected date in comparison to the relevant index. However, the strategic rationale for the transaction is sensible, the transaction is expected to be accretive and result in cost synergies, and the valuation of DRE is in line with historical trading levels. On balance, support FOR the transaction is warranted.						
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this agenda item is warranted given that the underlying transaction merits support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/13/2022	Auto-Approved 09/13/2022		2,823	2,823
					Total Shares:	**2,823**	**2,823**

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Lamb Weston Holdings, Inc.

Meeting Date: 09/29/2022	**Country:** USA	**Ticker:** LW	**Proxy Level:** 3
Record Date: 08/01/2022	**Meeting Type:** Annual	**Meeting ID:** 1675286	
Primary Security ID: 513272104	**Primary CUSIP:** 513272104	**Primary ISIN:** US5132721045	**Primary SEDOL:** BDQZFJ3
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 233	***Shares on Loan:** 0	**Shares Instructed:** 233	**Shares Voted:** 233

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Bensen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Charles A. Blixt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Robert J. Coviello	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Andre J. Hawaux	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director W.G. Jurgensen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Thomas P. Maurer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Hala G. Moddelmog	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Robert A. Niblock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Maria Renna Sharpe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Thomas P. Werner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 CEO pay and company performance are reasonably aligned at this time. Annual incentive awards remain based entirely on objective financial performance and the majority of equity awards are performance-conditioned. Additionally, the company will return to using a three-year performance period for its PSA equity awards next year.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.18 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Lamb Weston Holdings, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/06/2022	Auto-Approved 09/06/2022		233	233
					Total Shares:	**233**	**233**

Alibaba Group Holding Limited

Meeting Date: 09/30/2022 **Country:** Cayman Islands **Ticker:** 9988 **Proxy Level:** N/A

Record Date: 08/03/2022 **Meeting Type:** Annual **Meeting ID:** 1675645

Primary Security ID: G01719114 **Primary CUSIP:** G01719114 **Primary ISIN:** KYG017191142 **Primary SEDOL:** BK6YZP5

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

Votable Shares: 29 ***Shares on Loan:** 0 **Shares Instructed:** 29 **Shares Voted:** 29

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 Director Daniel Yong Zhang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the remaining nominees is warranted at this time.						
1.2	Elect Director Jerry Yang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the remaining nominees is warranted at this time.						
1.3	Elect Director Wan Ling Martello	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the remaining nominees is warranted at this time.						
1.4	Elect Director Weijian Shan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the remaining nominees is warranted at this time.						
1.5	Elect Director Irene Yun-Lien Lee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the remaining nominees is warranted at this time.						
1.6	Elect Director Albert Kong Ping Ng	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the remaining nominees is warranted at this time.						
2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 09/14/2022	Auto-Approved 09/14/2022		29	29
					Total Shares:	**29**	**29**

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Alibaba Group Holding Limited

C3.ai, Inc.

Meeting Date: 10/05/2022	**Country:** USA	**Ticker:** AI	**Proxy Level:** 3
Record Date: 08/09/2022	**Meeting Type:** Annual	**Meeting ID:** 1678649	
Primary Security ID: 12468P104	**Primary CUSIP:** 12468P104	**Primary ISIN:** US12468P1049	**Primary SEDOL:** BMGNBJ2
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 436	***Shares on Loan:** 0	**Shares Instructed:** 436	**Shares Voted:** 436

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard C. Levin	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Richard Levin and D. Bruce Sewell given the board's failure to remove, or subject to a sunset requirement, the classified board, the problematic capital structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.There is both gender and racial diversity on the board.There is at least 30 percent diversity.						
1.2	Elect Director Bruce Sewell	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Richard Levin and D. Bruce Sewell given the board's failure to remove, or subject to a sunset requirement, the classified board, the problematic capital structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.There is both gender and racial diversity on the board.There is at least 30 percent diversity.						
1.3	Elect Director Lisa A. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST the proposal is warranted. The CEO's pay remained elevated, largely due to an outsized annual equity grant for the second consecutive year. In addition, the CEO received a discretionary cash bonus with minimal rationale disclosed. There are also multiple concerns regarding non-CEO NEO pay, as no portion of the annual or long-term incentives utilized pre-set performance criteria. Non-CEO NEOs also received multiple equity awards outside of the annual LTI program, leading to excessive pay for multiple NEOs, with two NEOs receiving higher pay than the CEO.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/23/2022	Auto-Approved 09/23/2022		436	436
					Total Shares:	**436**	**436**

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

Terminix Global Holdings, Inc.

Meeting Date: 10/06/2022 **Country:** USA **Ticker:** TMX **Proxy Level:** 5

Record Date: 09/06/2022 **Meeting Type:** Special **Meeting ID:** 1683506

Primary Security ID: 88087E100 **Primary CUSIP:** 88087E100 **Primary ISIN:** US88087E1001 **Primary SEDOL:** BMD3QK1

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

Votable Shares: 186 ***Shares on Loan:** 0 **Shares Instructed:** 186 **Shares Voted:** 186

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: Although the implied value of the consideration has declined since announcement due to the decline in RTO shares as well as GBP devaluation relative to USD, as of Sept. 20, 2022, the offer represents a premium to the unaffected price, the board's review of alternatives appears to have been thorough, the strategic rationale appears sound, and the form of consideration provides an opportunity for shareholders to opt for certainty of value or potential upside of the combined entity. On balance, a vote FOR the proposed transaction is warranted.						
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Support for this proposal is warranted. Although the CEO will receive a sizeable retention award in connection with the transaction, cash severance is double trigger and of a reasonable basis, with no excise tax gross-ups payable. In addition, unvested equity held by executives will only accelerate upon a qualifying termination.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/23/2022	Auto-Approved 09/23/2022		186	186
					Total Shares:	**186**	**186**

Unity Software Inc.

Meeting Date: 10/07/2022 **Country:** USA **Ticker:** U **Proxy Level:** 5

Record Date: 09/02/2022 **Meeting Type:** Special **Meeting ID:** 1683972

Primary Security ID: 91332U101 **Primary CUSIP:** 91332U101 **Primary ISIN:** US91332U1016 **Primary SEDOL:** BLFDXH8

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

Votable Shares: 257 ***Shares on Loan:** 0 **Shares Instructed:** 257 **Shares Voted:** 257

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
	Voting Policy Rationale: Given the reasonable valuation, sensible strategic rationale, and expected cost savings, support FOR the transaction is warranted.						
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this proposal is warranted, given that the underlying transaction merits support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/23/2022	Auto-Approved 09/23/2022		257	257

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Unity Software Inc.

Total Shares:	257	257

The Procter & Gamble Company

Meeting Date: 10/11/2022	**Country:** USA	**Ticker:** PG	**Proxy Level:** 3
Record Date: 08/12/2022	**Meeting Type:** Annual	**Meeting ID:** 1679428	
Primary Security ID: 742718109	**Primary CUSIP:** 742718109	**Primary ISIN:** US7427181091	**Primary SEDOL:** 2704407
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 2,173	***Shares on Loan:** 0	**Shares Instructed:** 2,173	**Shares Voted:** 2,173

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Angela F. Braly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Amy L. Chang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Joseph Jimenez	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Christopher Kempczinski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Debra L. Lee	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Terry J. Lundgren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Christine M. McCarthy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Jon R. Moeller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Rajesh Subramaniam	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Patricia A. Woertz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.20 percent of the fees paid to the auditor are for non-audit purposes.						

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The Procter & Gamble 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

Voting Policy Rationale: A vote FOR this proposal is warranted. Bonus payouts are commensurate with financial performance, and regular annual equity grants are approximately half performance based with multiyear performance periods. However, future cash bonus payouts warrant further monitoring based on the degree of discretion applied to their determination.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/03/2022	Auto-Approved 10/03/2022		2,173	2,173
					Total Shares:	**2,173**	**2,173**

Avalara, Inc.

Meeting Date: 10/14/2022 **Country:** USA **Ticker:** AVLR **Proxy Level:** 6

Record Date: 09/08/2022 **Meeting Type:** Proxy Contest **Meeting ID:** 1684475

Primary Security ID: 05338G106 **Primary CUSIP:** 05338G106 **Primary ISIN:** US05338G1067 **Primary SEDOL:** BZ1NVP4

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

Votable Shares: 1,382 ***Shares on Loan:** 0 **Shares Instructed:** 1,382 **Shares Voted:** 1,382

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt	No				
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Though some long-term shareholders may wish to reject the transaction in favor of remaining standalone, the proposed transaction provides certainty of value, at a premium, compared to the significant downside risk of non-approval and the uncertainty surrounding a potential market recovery. As such, cautionary support FOR the proposed transaction is warranted.						
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although cash severance is double-trigger and reasonably based, and no excise tax gross-ups are payable, unvested options will accelerate on a single trigger basis and PSUs will be converted into cash awards at above-target levels, with payouts above the original award agreements, without a compelling rationale disclosed.						
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this agenda item is warranted as the underlying transaction warrants support.						
	Dissident Universal Proxy (Gold Proxy Card)	Mgmt	No				
1	Approve Merger Agreement	Mgmt	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
3	Adjourn Meeting	Mgmt	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote

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Avalara, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 10/04/2022	Auto-Approved 10/04/2022		1,382	1,382
					Total Shares:	**1,382**	**1,382**

Legend Biotech Corporation

Meeting Date: 10/14/2022 **Country:** Cayman Islands **Ticker:** LEGN **Proxy Level:** N/A

Record Date: 09/13/2022 **Meeting Type:** Annual **Meeting ID:** 1684216

Primary Security ID: 52490G102 **Primary CUSIP:** 52490G102 **Primary ISIN:** US52490G1022 **Primary SEDOL:** BMX9K07

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

Votable Shares: 209 ***Shares on Loan:** 0 **Shares Instructed:** 209 **Shares Voted:** 209

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt	No				
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: In the absence of any specific concerns about the company's financial statements, a vote FOR this resolution is warranted.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Elect Director Patrick Casey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
4	Elect Director Philip Yau	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
5	Elect Director Fangliang Zhang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this routine resolution is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/22/2022	Auto-Approved 09/22/2022		209	209
					Total Shares:	**209**	**209**

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CACI International Inc

Meeting Date: 10/20/2022	**Country:** USA	**Ticker:** CACI	**Proxy Level:** 3
Record Date: 08/26/2022	**Meeting Type:** Annual	**Meeting ID:** 1683974	
Primary Security ID: 127190304	**Primary CUSIP:** 127190304	**Primary ISIN:** US1271903049	**Primary SEDOL:** 2159267
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 67	***Shares on Loan:** 0	**Shares Instructed:** 67	**Shares Voted:** 67

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael A. Daniels	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Lisa S. Disbrow	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Susan M. Gordon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director William L. Jews	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Gregory G. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Ryan D. McCarthy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director John S. Mengucci	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Philip O. Nolan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director James L. Pavitt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Debora A. Plunkett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director William S. Wallace	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						

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CACI International Inc

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/29/2022	Auto-Approved 09/29/2022		67	67
					Total Shares:	**67**	**67**

GoHealth, Inc.

Meeting Date: 10/24/2022 **Country:** USA **Ticker:** GOCO **Proxy Level:** 2

Record Date: 09/06/2022 **Meeting Type:** Special **Meeting ID:** 1685917

Primary Security ID: 38046W105 **Primary CUSIP:** 38046W105 **Primary ISIN:** US38046W1053 **Primary SEDOL:** BK80YC1

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

Votable Shares: 27,561 ***Shares on Loan:** 0 **Shares Instructed:** 27,561 **Shares Voted:** 27,561

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Reverse Stock Split	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although the reverse stock split may result in an excessive effective increase in the number of authorized Class A and Class B shares, a vote FOR this proposal is warranted as the reverse stock split may allow the company to maintain the listing of its common stock on the Nasdaq Global Market.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/04/2022	Auto-Approved 10/04/2022		27,561	27,561
					Total Shares:	**27,561**	**27,561**

Seagate Technology Holdings Plc

Meeting Date: 10/24/2022 **Country:** Ireland **Ticker:** STX **Proxy Level:** N/A

Record Date: 08/26/2022 **Meeting Type:** Annual **Meeting ID:** 1681422

Primary Security ID: G7997R103 **Primary CUSIP:** G7997R103 **Primary ISIN:** IE00BKVD2N49 **Primary SEDOL:** BKVD2N4

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

Votable Shares: 100 ***Shares on Loan:** 0 **Shares Instructed:** 100 **Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shankar Arumugavelu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Prat S. Bhatt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Seagate Technology Holdings Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Judy Bruner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Michael R. Cannon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Richard L. Clemmer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Yolanda L. Conyers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Jay L. Geldmacher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Dylan Haggart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director William D. Mosley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Stephanie Tilenius	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Edward J. Zander	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 concerns are sufficiently mitigated and pay-and-performance remain reasonably aligned for the year under review.						
3	Ratify Ernst & Young LLP as Auditors and Authorise Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item and no concerns have been identified.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/03/2022	Auto-Approved 10/03/2022		100	100
					Total Shares:	**100**	**100**

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Seagate Technology Holdings Plc

Wolfspeed, Inc.

Meeting Date: 10/24/2022	**Country:** USA	**Ticker:** WOLF	**Proxy Level:** 3
Record Date: 09/02/2022	**Meeting Type:** Annual	**Meeting ID:** 1684287	
Primary Security ID: 977852102	**Primary CUSIP:** 977852102	**Primary ISIN:** US9778521024	**Primary SEDOL:** BMBVND9
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 58	***Shares on Loan:** 0	**Shares Instructed:** 58	**Shares Voted:** 58

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenda M. Dorchak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director John C. Hodge	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Clyde R. Hosein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Darren R. Jackson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Duy-Loan T. Le	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Gregg A. Lowe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director John B. Replogle	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Marvin A. Riley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Thomas H. Werner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.80 percent of the fees paid to the auditor are for non-audit purposes.						
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. In response to the prior year's relatively low say-on-pay support, the compensation committee made a commitment to only grant supplemental one-time equity awards in rare circumstances, such as make-whole awards for new hires, and increased the rigor of the long-term incentive awards for FY2023. Additionally, the annual incentive remains based entirely on objective performance metrics, with payouts during the year in review achieved at below target levels, which aligned with performance, while the majority of the annual LTI grant will be in performance-conditioned equity in FY2023.						

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Wolfspeed, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/07/2022	Auto-Approved 10/07/2022		58	58
					Total Shares:	**58**	**58**

Mercury Systems, Inc.

Meeting Date: 10/26/2022 **Country:** USA **Ticker:** MRCY **Proxy Level:** 3

Record Date: 08/24/2022 **Meeting Type:** Annual **Meeting ID:** 1683923

Primary Security ID: 589378108 **Primary CUSIP:** 589378108 **Primary ISIN:** US5893781089 **Primary SEDOL:** 2144047

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

Votable Shares: 1,874 ***Shares on Loan:** 0 **Shares Instructed:** 1,874 **Shares Voted:** 1,874

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William L. Ballhaus	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Lisa S. Disbrow	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Howard L. Lance	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. CEO pay was elevated for the year in review, as the company granted FY23 equity awards and additional retention grants. The awards were half time-vesting and the performance-based portion shared the same performance period and goals as the annual equity grants. Lastly, target vesting for median performance is not viewed as a rigorous performance goal, particularly given the aggregate magnitude of the equity grants.						
3	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.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
5	Other Business	Mgmt	Yes	For	Against	Against	Against
	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 10/14/2022	Auto-Approved 10/14/2022		1,874	1,874

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

Mercury Systems, Inc.

Total Shares:	**1,874**	**1,874**

Parker-Hannifin Corporation

Meeting Date: 10/26/2022	**Country:** USA	**Ticker:** PH	**Proxy Level:** 3
Record Date: 09/02/2022	**Meeting Type:** Annual	**Meeting ID:** 1686889	
Primary Security ID: 701094104	**Primary CUSIP:** 701094104	**Primary ISIN:** US7010941042	**Primary SEDOL:** 2671501
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 73	***Shares on Loan:** 0	**Shares Instructed:** 73	**Shares Voted:** 73

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee C. Banks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jillian C. Evanko	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Lance M. Fritz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Linda A. Harty	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director William F. Lacey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kevin A. Lobo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Joseph Scaminace	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Ake Svensson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Laura K. Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director James R. Verrier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director James L. Wainscott	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Thomas L. Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Parker-Hannifin 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 at this time. Annual incentives are based on preset financial metrics and half of the CEO's equity awards are targeted to be performance conditioned.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.63 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/10/2022	Auto-Approved 10/10/2022		73	73
					Total Shares:	**73**	**73**

Catalent, Inc.

Meeting Date: 10/27/2022 **Country:** USA **Ticker:** CTLT **Proxy Level:** 0

Record Date: 09/06/2022 **Meeting Type:** Annual **Meeting ID:** 1685467

Primary Security ID: 148806102 **Primary CUSIP:** 148806102 **Primary ISIN:** US1488061029 **Primary SEDOL:** BP96PQ4

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

Votable Shares: 235 ***Shares on Loan:** 0 **Shares Instructed:** 235 **Shares Voted:** 235

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Madhavan "Madhu" Balachandran	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Michael J. Barber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director J. Martin Carroll	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director John Chiminski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Rolf Classon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Rosemary A. Crane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Karen Flynn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Catalent, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director John J. Greisch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Christa Kreuzburg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Gregory T. Lucier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Donald E. Morel, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Alessandro Maselli	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Jack Stahl	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director Peter Zippelius	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 16.29 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual incentives are predominantly based on preset financial goals, and long-term incentives are targeted to be half performance-based.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/11/2022	Auto-Approved 10/11/2022		235	235
					Total Shares:	**235**	**235**

Ring Energy, Inc.

Meeting Date: 10/27/2022 **Country:** USA **Ticker:** REI **Proxy Level:** 4

Record Date: 09/01/2022 **Meeting Type:** Special **Meeting ID:** 1687344

Primary Security ID: 76680V108 **Primary CUSIP:** 76680V108 **Primary ISIN:** US76680V1089 **Primary SEDOL:** B1TGYD6

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

Ring Energy, Inc.

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

Votable Shares: 2,122 ***Shares on Loan:** 0 **Shares Instructed:** 2,122 **Shares Voted:** 2,122

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Issuance of Shares of Common Stock Upon Conversion of 153,176 Shares of Series A Convertible Preferred Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as concerns regarding the company's financial condition and access to capital outweigh the potential dilution to shareholders. Absent approval, the company would be required to satisfy certain payment terms on the preferred shares in cash, putting further strain on the company's cash resources, contrary to the intended effect of the underlying transaction. In addition, the company will continue to hold shareholder meetings and incur associated expenses until approval is obtained.						
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as support for the share issuance is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,122	2,122
			10/12/2022	10/12/2022			
					Total Shares:	**2,122**	**2,122**

Coty Inc.

Meeting Date: 11/03/2022 **Country:** USA **Ticker:** COTY **Proxy Level:** 3

Record Date: 09/09/2022 **Meeting Type:** Annual **Meeting ID:** 1686579

Primary Security ID: 222070203 **Primary CUSIP:** 222070203 **Primary ISIN:** US2220702037 **Primary SEDOL:** BBBSMJ2

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

Votable Shares: 547 ***Shares on Loan:** 0 **Shares Instructed:** 547 **Shares Voted:** 547

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Beatrice Ballini	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Joachim Creus	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Olivier Goudet	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Peter Harf	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 gender and racial diversity on the board. There is at least 30 percent diversity.						

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Coty Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Johannes P. Huth	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee attended less than 75% of the board and committee meetings.WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Maria Ausuncion Aramburuzabala Larregui	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Anna Adeola Makanju	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Sue Y. Nabi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Isabelle Parize	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Erhard Schoewel	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Robert Singer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. CEO Nabi's pay declined for the year in review, consisting only of base salary, following her $280 million sign-on RSU award in the prior year. However, a review of the pay program reveals persistent concerning features. Specifically, NEO pay consisted primarily of base salary and equity awards that lack performance vesting conditions. Investors increasingly expect a meaningful portion of incentives to be tied to pre-set performance goals. Further, there are renewed concerns regarding high base salaries without a compelling rationale. Notably, these significant concerns for the year in review follow multiple years of problematic pay decisions at the company.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/17/2022	Auto-Approved 10/17/2022		547	547
					Total Shares:	**547**	**547**

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Coty Inc.

VMware, Inc.

Meeting Date: 11/04/2022 **Country:** USA **Ticker:** VMW **Proxy Level:** 5

Record Date: 09/30/2022 **Meeting Type:** Special **Meeting ID:** 1689041

Primary Security ID: 928563402 **Primary CUSIP:** 928563402 **Primary ISIN:** US9285634021 **Primary SEDOL:** B23SN61

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 201 ***Shares on Loan:** 0 **Shares Instructed:** 201 **Shares Voted:** 201

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: The rapid deal process may give shareholders pause, as it did not produce a market-based alternative to the proposed transaction and took place over fewer than 20 days. However, the consideration represents a premium to the unaffected price and historical trading multiples, non-approval carries downside risk, and the blended form of aggregate consideration gives shareholders both certainty of value and the opportunity to participate in the upside of a larger entity. On balance, support FOR the transaction is warranted.						
2	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, and no excise tax gross-ups are payable. In addition, unvested time- and performance-based equity awards will be assumed by the acquirer (with performance awards deemed earned at actual achievement or target level) and remain subject to double-trigger acceleration.						
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A FOR this proposal is warranted, as the underlying transaction merits support.						
4	Amend Certificate of Incorporation to Eliminate Personal Liability of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/20/2022	Auto-Approved 10/20/2022		155	155
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 10/20/2022	Auto-Approved 10/20/2022		46	46
					Total Shares:	**201**	**201**

Lam Research Corporation

Meeting Date: 11/08/2022 **Country:** USA **Ticker:** LRCX **Proxy Level:** 3

Record Date: 09/09/2022 **Meeting Type:** Annual **Meeting ID:** 1687830

Primary Security ID: 512807108 **Primary CUSIP:** 512807108 **Primary ISIN:** US5128071082 **Primary SEDOL:** 2502247

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Lam Research Corporation

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

Votable Shares: 472 ***Shares on Loan:** 0 **Shares Instructed:** 472 **Shares Voted:** 472

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sohail U. Ahmed	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Timothy M. Archer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Eric K. Brandt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Michael R. Cannon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Bethany J. Mayer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jyoti K. Mehra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Abhijit Y. Talwalkar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Lih Shyng (Rick L.) Tsai	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Leslie F. Varon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Pay is reasonably in line with performance for the period under review. Long-term incentive awards are majority performance based and utilize a multi-year performance period. Some concerns are identified; however, as half of the annual incentive is earned based on individual performance, while the committee has multiple opportunities to exercise discretion when determining award parameters and payouts.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.48 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		472	472
			10/19/2022	10/19/2022			
					Total Shares:	**472**	**472**

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Amcor plc

Meeting Date: 11/09/2022	**Country:** Jersey	**Ticker:** AMCR	**Proxy Level:** N/A
Record Date: 09/14/2022	**Meeting Type:** Annual	**Meeting ID:** 1687598	
Primary Security ID: G0250X107	**Primary CUSIP:** G0250X107	**Primary ISIN:** JE00BJ1F3079	**Primary SEDOL:** BJ1F307
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 3,176	***Shares on Loan:** 0	**Shares Instructed:** 3,176	**Shares Voted:** 3,176

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Graeme Liebelt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Armin Meyer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Ronald Delia	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Achal Agarwal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Andrea Bertone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Susan Carter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Karen Guerra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Nicholas (Tom) Long	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Arun Nayar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director David Szczupak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.18 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual and long-term incentives primarily are primarily performance-based, with equity awards utilizing a multi-year performance period and above-median targets for relative awards. However, concerns remain regarding limited disclosure of annual goals and an absence of a payout cap for negative absolute TSR performance.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/17/2022	Auto-Approved 10/17/2022		3,176	3,176

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

Amcor plc

Total Shares:	**3,176**	**3,176**

Automatic Data Processing, Inc.

Meeting Date: 11/09/2022	**Country:** USA	**Ticker:** ADP	**Proxy Level:** 3
Record Date: 09/12/2022	**Meeting Type:** Annual	**Meeting ID:** 1686730	
Primary Security ID: 053015103	**Primary CUSIP:** 053015103	**Primary ISIN:** US0530151036	**Primary SEDOL:** 2065308
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 126	***Shares on Loan:** 0	**Shares Instructed:** 126	**Shares Voted:** 126

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Bisson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director David V. Goeckeler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Linnie M. Haynesworth	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director John P. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Francine S. Katsoudas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Nazzic S. Keene	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Thomas J. Lynch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Scott F. Powers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director William J. Ready	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Carlos A. Rodriguez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Sandra S. Wijnberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual and long-term incentives are primarily performance-based and long-term incentives utilize a multi-year performance period.						

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Automatic Data Processing, 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: A vote FOR this item is warranted because only 8.96 percent of the fees paid to the auditor are for non-audit purposes.						
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and the number of shares reserved are reasonable, and the offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/20/2022	Auto-Approved 10/20/2022		126	126
					Total Shares:	**126**	**126**

Cardinal Health, Inc.

Meeting Date: 11/09/2022 **Country:** USA **Ticker:** CAH **Proxy Level:** 3

Record Date: 09/20/2022 **Meeting Type:** Annual **Meeting ID:** 1687819

Primary Security ID: 14149Y108 **Primary CUSIP:** 14149Y108 **Primary ISIN:** US14149Y1082 **Primary SEDOL:** 2175672

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

Votable Shares: 1,100 ***Shares on Loan:** 0 **Shares Instructed:** 1,100 **Shares Voted:** 1,100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven K. Barg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Michelle M. Brennan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Sujatha Chandrasekaran	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Carrie S. Cox	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Bruce L. Downey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Sheri H. Edison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director David C. Evans	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Cardinal Health, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Patricia A. Hemingway Hall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Jason M. Hollar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Akhil Johri	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Gregory B. Kenny	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Nancy Killefer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Christine A. Mundkur	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.88 percent of the fees paid to the auditor are for non-audit purposes.						
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 is reasonably aligned with performance for the year under review.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,100	1,100
			10/21/2022	10/21/2022			
					Total Shares:	**1,100**	**1,100**

Constellation Brands, Inc.

Meeting Date: 11/09/2022 **Country:** USA **Ticker:** STZ **Proxy Level:** 3

Record Date: 09/20/2022 **Meeting Type:** Special **Meeting ID:** 1687817

Primary Security ID: 21036P108 **Primary CUSIP:** 21036P108 **Primary ISIN:** US21036P1084 **Primary SEDOL:** 2170473

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

Votable Shares: 100 ***Shares on Loan:** 0 **Shares Instructed:** 100 **Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Amend Charter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Although Class B shareholders will receive a sizable premium, the reclassification proposal will align the voting rights with economic interests for all shareholders.						

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Constellation Brands, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as Item 1 merits shareholder support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/28/2022	Auto-Approved 10/28/2022		100	100
					Total Shares:	**100**	**100**

Tapestry, Inc.

Meeting Date: 11/15/2022 **Country:** USA **Ticker:** TPR **Proxy Level:** 3

Record Date: 09/19/2022 **Meeting Type:** Annual **Meeting ID:** 1688650

Primary Security ID: 876030107 **Primary CUSIP:** 876030107 **Primary ISIN:** US8760301072 **Primary SEDOL:** BF09HX3

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 603 ***Shares on Loan:** 0 **Shares Instructed:** 603 **Shares Voted:** 603

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Darrell Cavens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Joanne Crevoiserat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director David Denton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Johanna (Hanneke) Faber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Anne Gates	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Thomas Greco	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Pamela Lifford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Annabelle Yu Long	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Tapestry, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Ivan Menezes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 13.33 percent of the fees paid to the auditor are for non-audit purposes.						
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 because pay is reasonably aligned with performance for the year under review.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/03/2022	Auto-Approved 11/03/2022		520	520
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 11/03/2022	Auto-Approved 11/03/2022		83	83
					Total Shares:	**603**	**603**

Oracle Corporation

Meeting Date: 11/16/2022 **Country:** USA **Ticker:** ORCL **Proxy Level:** 3

Record Date: 09/19/2022 **Meeting Type:** Annual **Meeting ID:** 1687046

Primary Security ID: 68389X105 **Primary CUSIP:** 68389X105 **Primary ISIN:** US68389X1054 **Primary SEDOL:** 2661568

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

Votable Shares: 581 ***Shares on Loan:** 0 **Shares Instructed:** 581 **Shares Voted:** 581

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Jeffrey S. Berg	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted.WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Michael J. Boskin	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted.WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Oracle Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Safra A. Catz	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted.WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Bruce R. Chizen	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote FOR new director nominee Awo Ablo is warranted.WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director George H. Conrades	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted.WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Lawrence J. Ellison	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted.WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Rona A. Fairhead	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted.WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Jeffrey O. Henley	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted.WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Renee J. James	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted.WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Charles W. Moorman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted.WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Oracle Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Leon E. Panetta	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted.WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.13	Elect Director William G. Parrett	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted.WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.14	Elect Director Naomi O. Seligman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted.WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.15	Elect Director Vishal Sikka	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote FOR new director nominee Awo Ablo is warranted.WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST the proposal is warranted. Following multiple consecutive years of low say-on-pay vote results, the proxy only vaguely disclosed Oracle's engagement efforts with shareholders but does disclose certain concerns heard from shareholders. As in prior years, however, no substantial positive changes nor commitments were made to the pay program to address significant shareholder dissatisfaction. Additionally, concerns remain within the annual pay program, as one NEO's annual bonus was entirely discretionary. In addition, although the annual bonus program for the CEO and Executive Chairman utilizes a pre-set objective growth goal, there is only limited disclosure regarding the year-over-year changes in the target opportunity for that goal. Furthermore, the annual equity grants for two NEOs were entirely in time-vested equity, which is inconsistent with prevailing market practices. Finally, while the decision to modify in-progress performance equity grants to the CEO and Executive Chairman was disclosed in last year's proxy, the resulting incremental value disclosed in this year's proxy was substantial, in excess of $100 million for each executive's respective award.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.79 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/04/2022	Auto-Approved 11/04/2022		581	581
					Total Shares:	**581**	**581**

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Performance Food Group Company

Meeting Date: 11/16/2022	**Country:** USA	**Ticker:** PFGC	**Proxy Level:** 3
Record Date: 09/30/2022	**Meeting Type:** Annual	**Meeting ID:** 1689736	
Primary Security ID: 71377A103	**Primary CUSIP:** 71377A103	**Primary ISIN:** US71377A1034	**Primary SEDOL:** BYVYD43
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 2,548	***Shares on Loan:** 0	**Shares Instructed:** 2,548	**Shares Voted:** 2,548

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George L. Holm	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Manuel A. Fernandez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Barbara J. Beck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director William F. Dawson, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Laura Flanagan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Matthew C. Flanigan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kimberly S. Grant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Jeffrey M. Overly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director David V. Singer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Randall N. Spratt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Warren M. Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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.						

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Performance Food Group Company

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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 10/27/2022	Auto-Approved 10/27/2022		2,548	2,548
					Total Shares:	**2,548**	**2,548**

ResMed Inc.

Meeting Date: 11/16/2022 **Country:** USA **Ticker:** RMD **Proxy Level:** 3

Record Date: 09/20/2022 **Meeting Type:** Annual **Meeting ID:** 1689426

Primary Security ID: 761152107 **Primary CUSIP:** 761152107 **Primary ISIN:** US7611521078 **Primary SEDOL:** 2732903

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

Votable Shares: 79 ***Shares on Loan:** 0 **Shares Instructed:** 79 **Shares Voted:** 79

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Burt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jan De Witte	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Karen Drexler	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Michael 'Mick' Farrell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Peter Farrell	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Harjit Gill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director John Hernandez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Richard Sulpizio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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ResMed Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Desney Tan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Ronald Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.05 percent of the fees paid to the auditor are for non-audit purposes.						
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 CEO pay and company performance are reasonably aligned at this time. Annual incentive awards remain based on objective financial performance metrics and the CEO's equity awards are entirely performance-conditioned.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/27/2022	Auto-Approved 10/27/2022		79	79
					Total Shares:	**79**	**79**

Western Digital Corporation

Meeting Date: 11/16/2022 **Country:** USA **Ticker:** WDC **Proxy Level:** 3

Record Date: 09/19/2022 **Meeting Type:** Annual **Meeting ID:** 1689042

Primary Security ID: 958102105 **Primary CUSIP:** 958102105 **Primary ISIN:** US9581021055 **Primary SEDOL:** 2954699

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

Votable Shares: 387 ***Shares on Loan:** 0 **Shares Instructed:** 387 **Shares Voted:** 387

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly E. Alexy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Thomas H. Caulfield	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Martin I. Cole	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Tunc Doluca	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director David V. Goeckeler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Western Digital Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Matthew E. Massengill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Stephanie A. Streeter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Miyuki Suzuki	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST the proposal is warranted. Although the STI is based on pre-set objective metrics, the individual performance portion does not appear to be determined based on predetermined goals and was determined to be earned significantly above the corporate portion of the award, despite corporate goals failing to achieve target. In addition, the performance period in the FY23 LTI grant will be shortened to three one-year periods, from one three-year period. More concerningly, the compensation committee had a number of problematic one-time actions during the fiscal year. The committee granted retention time-vested RSUs to each NEO, including to two NEOs who received a retention award the year prior, which completely lack performance criteria. In addition, the compensation committee removed the performance criteria from the CEO's sign-on grant shortly before the end of the performance period, allowing the award to vest at target, significantly above the payout level where the award was tracking. These actions undermine a pay-for-performance philosophy.						
3	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.						
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The shares reserved is relatively conservative; and - The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.						
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/26/2022	Auto-Approved 10/26/2022		387	387
					Total Shares:	**387**	**387**

Avnet, Inc.

Meeting Date: 11/17/2022 **Country:** USA **Ticker:** AVT **Proxy Level:** 3

Record Date: 09/19/2022 **Meeting Type:** Annual **Meeting ID:** 1688834

Primary Security ID: 053807103 **Primary CUSIP:** 053807103 **Primary ISIN:** US0538071038 **Primary SEDOL:** 2066505

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Avnet, Inc.

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

Votable Shares: 1,853 ***Shares on Loan:** 0 **Shares Instructed:** 1,853 **Shares Voted:** 1,853

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Carlo Bozotti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Brenda L. Freeman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Philip R. Gallagher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Jo Ann Jenkins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Oleg Khaykin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director James A. Lawrence	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Ernest E. Maddock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Avid Modjtabai	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Adalio T. Sanchez	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.60 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/26/2022	Auto-Approved 10/26/2022		1,853	1,853

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Avnet, Inc.

Total Shares:	**1,853**	**1,853**

Sysco Corporation

Meeting Date: 11/18/2022	**Country:** USA	**Ticker:** SYY	**Proxy Level:** 3
Record Date: 09/19/2022	**Meeting Type:** Annual	**Meeting ID:** 1689737	
Primary Security ID: 871829107	**Primary CUSIP:** 871829107	**Primary ISIN:** US8718291078	**Primary SEDOL:** 2868165
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 167	***Shares on Loan:** 0	**Shares Instructed:** 167	**Shares Voted:** 167

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Ali Dibadj	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Larry C. Glasscock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Jill M. Golder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Bradley M. Halverson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director John M. Hinshaw	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kevin P. Hourican	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Hans-Joachim Koerber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Alison Kenney Paul	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Edward D. Shirley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Sheila G. Talton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Sysco 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
	Voting Policy Rationale: Following the low support for say-on-pay in 2021, the company engaged with a significant portion of its shareholder base and made changes to address certain concerns related to the executive compensation program. These changes include the increase in weighting of financial metrics in the STI and the inclusion of an ESG metrics in the FY23 pay program. While the changes appear meaningful, investors would benefit from more robust disclosure of shareholder feedback. However, there is an unmitigated pay-for-performance misalignment for the year in review. Annual incentive awards were earned above-target based largely on achievements for the strategic bonus objectives component, for which disclosure of specific targets and actual quantified performance results were lacking. In addition, the LTI program raises structural and disclosure concerns, as performance shares are earned and banked based on annual measurement periods for which quantified threshold, target and maximum goals are not clearly disclosed. Furthermore, there is high CEO pay relative to company performance compared to the company s peers. Although the compensation committee has demonstrated adequate responsiveness, a vote AGAINST this proposal is warranted in light of the above pay-for-performance concerns.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.00 percent of the fees paid to the auditor are for non-audit purposes.						
4	Report on Third-Party Civil Rights Audit	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of Sysco's efforts to address the issue of civil rights for its stakeholders and its management of related risks.						
5	Commission Third Party Report Assessing Company's Supply Chain Risks	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the operations within the company's supply chain would allow shareholders to better gauge how well Sysco is managing potential risks in a number of areas, including in relation to migrant workers.						
6	Report on Efforts to Reduce Plastic Use	SH	Yes	None	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		167	167
			11/01/2022	11/01/2022			
					Total Shares:	**167**	**167**

The Estee Lauder Companies Inc.

Meeting Date: 11/18/2022 **Country:** USA **Ticker:** EL **Proxy Level:** 3

Record Date: 09/19/2022 **Meeting Type:** Annual **Meeting ID:** 1688103

Primary Security ID: 518439104 **Primary CUSIP:** 518439104 **Primary ISIN:** US5184391044 **Primary SEDOL:** 2320524

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

The Estee Lauder Companies Inc.

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

Votable Shares: 72 ***Shares on Loan:** 0 **Shares Instructed:** 72 **Shares Voted:** 72

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald S. Lauder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director William P. Lauder	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Richard D. Parsons	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Lynn Forester de Rothschild	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Jennifer Tejada	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Richard F. Zannino	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.19 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A cautionary vote FOR this proposal is warranted. Although certain concerns regarding the structure of the pay program are highlighted, pay is reasonably aligned with performance for the year under review.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		72	72
			11/07/2022	11/07/2022			
					Total Shares:	**72**	**72**

Rocket Pharmaceuticals, Inc.

Meeting Date: 11/30/2022 **Country:** USA **Ticker:** RCKT **Proxy Level:** 5

Record Date: 10/24/2022 **Meeting Type:** Special **Meeting ID:** 1695819

Primary Security ID: 77313F106 **Primary CUSIP:** 77313F106 **Primary ISIN:** US77313F1066 **Primary SEDOL:** BDFKQ07

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Rocket Pharmaceuticals, Inc.

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

Votable Shares: 3,763 ***Shares on Loan:** 0 **Shares Instructed:** 3,763 **Shares Voted:** 3,763

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
	Voting Policy Rationale: The strategic rationale for the acquisition of RCOR appears solid, as it will broaden RCKT's product development pipeline in gene therapy and strengthen its balance sheet such that operations will be sufficiently funded through 2Q 2024. Moreover, RCKT shares have outperformed the relevant index since announcement, which suggests that there is potential downside risk in the event of non-approval. In consideration of these factors, support FOR this proposal is warranted.						
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as Item 1 merits shareholder support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 11/18/2022	Auto-Approved 11/18/2022		3,763	3,763
					Total Shares:	**3,763**	**3,763**

Madison Square Garden Entertainment Corp.

Meeting Date: 12/06/2022 **Country:** USA **Ticker:** MSGE **Proxy Level:** 3

Record Date: 10/17/2022 **Meeting Type:** Annual **Meeting ID:** 1694110

Primary Security ID: 55826T102 **Primary CUSIP:** 55826T102 **Primary ISIN:** US55826T1025 **Primary SEDOL:** BM8MM05

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

Votable Shares: 285 ***Shares on Loan:** 0 **Shares Instructed:** 285 **Shares Voted:** 285

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Martin Bandier	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for all director nominees given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure which adversely impacts shareholder rights.						
1.2	Elect Director Joseph J. Lhota	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for all director nominees given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure which adversely impacts shareholder rights.						
1.3	Elect Director Joel M. Litvin	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for all director nominees given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure which adversely impacts shareholder rights.						
1.4	Elect Director Frederic V. Salerno	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for all director nominees given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure which adversely impacts shareholder rights.						

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Madison Square Garden Entertainment Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director John L. Sykes	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for all director nominees given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure which adversely impacts shareholder rights.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.86 percent of the fees paid to the auditor are for non-audit purposes.						
3	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.						
4	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	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.						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. There are significant disclosure concerns identified, as the company does not disclose quantified goals for the financial metrics utilized in the STI or LTI program. In addition, a significant portion of the STI is based on strategic objectives. Lastly, there are concerns regarding the magnitude of the CEO's base salary, target STI opportunity, and equity award value.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		285	285
			11/21/2022	11/21/2022			
					Total Shares:	**285**	**285**

Peloton Interactive, Inc.

Meeting Date: 12/06/2022 **Country:** USA **Ticker:** PTON **Proxy Level:** 1

Record Date: 10/10/2022 **Meeting Type:** Annual **Meeting ID:** 1693793

Primary Security ID: 70614W100 **Primary CUSIP:** 70614W100 **Primary ISIN:** US70614W1009 **Primary SEDOL:** BJ7WJS2

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

Votable Shares: 554 ***Shares on Loan:** 0 **Shares Instructed:** 554 **Shares Voted:** 554

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Karen Boone	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 30 percent diversity.A WITHHOLD vote is warranted for director nominee Karen Boone given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights.A WITHHOLD vote is further warranted for Karen Boone, in light of the unmitigated pay-for-performance misalignment and in the absence of a say-on-pay proposal or incumbent compensation committee members on the ballot. The new CEO received an outsized equity award that does not require the achievement of pre-set performance goals in order to vest. In addition, there are concerns surrounding NEO pay program structure and certain pay decisions.						

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Peloton Interactive, 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: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/22/2022	Auto-Approved 11/22/2022		554	554
					Total Shares:	**554**	**554**

Apartment Income REIT Corp.

Meeting Date: 12/07/2022 **Country:** USA **Ticker:** AIRC **Proxy Level:** 3

Record Date: 10/20/2022 **Meeting Type:** Annual **Meeting ID:** 1694206

Primary Security ID: 03750L109 **Primary CUSIP:** 03750L109 **Primary ISIN:** US03750L1098 **Primary SEDOL:** BN6QGL5

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

Votable Shares: 1,500 ***Shares on Loan:** 0 **Shares Instructed:** 1,500 **Shares Voted:** 1,500

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Terry Considine	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.A vote FOR all director nominees is warranted.						
1.2	Elect Director Thomas N. Bohjalian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.A vote FOR all director nominees is warranted.						
1.3	Elect Director Kristin R. Finney-Cooke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.A vote FOR all director nominees is warranted.						
1.4	Elect Director Thomas L. Keltner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.A vote FOR all director nominees is warranted.						
1.5	Elect Director Devin I. Murphy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.A vote FOR all director nominees is warranted.						
1.6	Elect Director Margarita Palau-Hernandez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.A vote FOR all director nominees is warranted.						
1.7	Elect Director John Dinha Rayis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.A vote FOR all director nominees is warranted.						

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Apartment Income REIT Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Ann Sperling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.A vote FOR all director nominees is warranted.						
1.9	Elect Director Nina A. Tran	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.A vote FOR all director nominees is warranted.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.66 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						
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						
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 12/02/2022	Auto-Approved 12/02/2022		1,500	1,500
					Total Shares:	**1,500**	**1,500**

Bill.com Holdings, Inc.

Meeting Date: 12/08/2022 **Country:** USA **Ticker:** BILL **Proxy Level:** 3

Record Date: 10/11/2022 **Meeting Type:** Annual **Meeting ID:** 1693788

Primary Security ID: 090043100 **Primary CUSIP:** 090043100 **Primary ISIN:** US0900431000 **Primary SEDOL:** BKDS4H5

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 840 ***Shares on Loan:** 0 **Shares Instructed:** 840 **Shares Voted:** 840

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven Cakebread	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 30 percent diversity.WITHHOLD votes are warranted for incumbent director nominees Steven Cakebread, David Hornik, Brian Jacobs, and Katherine Kline 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 impacts shareholder rights.						
1.2	Elect Director David Hornik	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 30 percent diversity.WITHHOLD votes are warranted for incumbent director nominees Steven Cakebread, David Hornik, Brian Jacobs, and Katherine Kline 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 impacts shareholder rights.						

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Bill.com Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Brian Jacobs	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 30 percent diversity.WITHHOLD votes are warranted for incumbent director nominees Steven Cakebread, David Hornik, Brian Jacobs, and Katherine Kline 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 impacts shareholder rights.						
1.4	Elect Director Allie Kline	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 30 percent diversity.WITHHOLD votes are warranted for incumbent director nominees Steven Cakebread, David Hornik, Brian Jacobs, and Katherine Kline 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 impacts shareholder rights.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.37 percent of the fees paid to the auditor are for non-audit purposes.						
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. Several NEOs received outsized total pay driven by large, one-time equity grants. Two such grants were entirely time-based, and the company did not disclose a rationale for the awards' magnitude and lack of performance-based vesting. In addition, an NEO received excessive severance upon a voluntary resignation.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/21/2022	Auto-Approved 11/21/2022		173	173
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 11/21/2022	Auto-Approved 11/21/2022		667	667
					Total Shares:	**840**	**840**

Cisco Systems, Inc.

Meeting Date: 12/08/2022 **Country:** USA **Ticker:** CSCO **Proxy Level:** 3

Record Date: 10/10/2022 **Meeting Type:** Annual **Meeting ID:** 1692118

Primary Security ID: 17275R102 **Primary CUSIP:** 17275R102 **Primary ISIN:** US17275R1023 **Primary SEDOL:** 2198163

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 6,595 ***Shares on Loan:** 0 **Shares Instructed:** 6,595 **Shares Voted:** 6,595

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Michele Burns	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Wesley G. Bush	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Michael D. Capellas	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Mark Garrett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director John D. Harris, II	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kristina M. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Roderick C. McGeary	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Sarah Rae Murphy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Charles H. Robbins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Brenton L. Saunders	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Lisa T. Su	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Marianna Tessel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted. The annual bonus was primarily based on pre-set objective metrics, while the financial metrics utilized rigorous goals and an individual performance metric was replaced at shareholders' request. Further, a majority of the annual equity grant was in performance-conditioned equity, though a concern is noted regarding annually set performance goals. Continued monitoring is warranted given an expected additional one-time equity grant in FY23.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
4	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.						

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Cisco Systems, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/16/2022	Auto-Approved 11/16/2022		6,395	6,395
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 11/16/2022	Auto-Approved 11/16/2022		200	200
					Total Shares:	**6,595**	**6,595**

Medtronic Plc

Meeting Date: 12/08/2022 **Country:** Ireland **Ticker:** MDT **Proxy Level:** N/A

Record Date: 10/11/2022 **Meeting Type:** Annual **Meeting ID:** 1677698

Primary Security ID: G5960L103 **Primary CUSIP:** G5960L103 **Primary ISIN:** IE00BTN1Y115 **Primary SEDOL:** BTN1Y11

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

Votable Shares: 2,073 ***Shares on Loan:** 0 **Shares Instructed:** 2,073 **Shares Voted:** 2,073

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Craig Arnold	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Scott C. Donnelly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Lidia L. Fonseca	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Andrea J. Goldsmith	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Randall J. Hogan, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kevin E. Lofton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Geoffrey S. Martha	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Elizabeth G. Nabel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Medtronic Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Denise M. O'Leary	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Kendall J. Powell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.86 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although certain concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Performance shares utilize a multi-year period and annual incentives are primarily based on pre-set financial goals.						
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
6	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the amount and duration are within recommended limits.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/14/2022	Auto-Approved 11/14/2022		2,073	2,073
					Total Shares:	**2,073**	**2,073**

Madison Square Garden Sports Corp.

Meeting Date: 12/09/2022 **Country:** USA **Ticker:** MSGS **Proxy Level:** 3

Record Date: 10/17/2022 **Meeting Type:** Annual **Meeting ID:** 1694116

Primary Security ID: 55825T103 **Primary CUSIP:** 55825T103 **Primary ISIN:** US55825T1034 **Primary SEDOL:** BYQCZ35

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Madison Square Garden Sports Corp.

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

Votable Shares: 57 ***Shares on Loan:** 0 **Shares Instructed:** 57 **Shares Voted:** 57

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph M. Cohen	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.						
1.2	Elect Director Richard D. Parsons	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Nelson Peltz	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Ivan Seidenberg	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.						
1.5	Elect Director Anthony J. Vinciquerra	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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 due to a problematic pay practice. An NEO received sizable severance and accelerated vesting of all outstanding equity awards upon a resignation which does not appear involuntary.						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Three Years	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/23/2022	Auto-Approved 11/23/2022		57	57
					Total Shares:	**57**	**57**

Turquoise Hill Resources Ltd.

Meeting Date: 12/09/2022 **Country:** Canada **Ticker:** TRQ **Proxy Level:** 5

Record Date: 09/19/2022 **Meeting Type:** Special **Meeting ID:** 1684472

Primary Security ID: 900435207 **Primary CUSIP:** 900435207 **Primary ISIN:** CA9004352071 **Primary SEDOL:** BMQBP72

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Turquoise Hill Resources Ltd.

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

Votable Shares: 288 ***Shares on Loan:** 0 **Shares Instructed:** 288 **Shares Voted:** 288

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Acquisition by Rio Tinto International Holdings Limited	Mgmt	Yes	For	Against	Against	Against

Voting Policy Rationale: There is immediate downside risk of non-approval. Notwithstanding the downside risk, the offer does not represent a suitable valuation. Additionally, there are several catalytic milestones already within view, potentially providing a path through what will likely be a period of turbulence. As such, a vote AGAINST this proposal is warranted.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		288	288
			10/21/2022	10/21/2022			
					Total Shares:	**288**	**288**

Viatris Inc.

Meeting Date: 12/09/2022 **Country:** USA **Ticker:** VTRS **Proxy Level:** 3

Record Date: 10/20/2022 **Meeting Type:** Annual **Meeting ID:** 1695356

Primary Security ID: 92556V106 **Primary CUSIP:** 92556V106 **Primary ISIN:** US92556V1061 **Primary SEDOL:** BMWS3X9

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,657 ***Shares on Loan:** 0 **Shares Instructed:** 1,657 **Shares Voted:** 1,657

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1B	Elect Director Harry A. Korman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1C	Elect Director Rajiv Malik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1D	Elect Director Richard A. Mark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 compensation committee was sufficiently responsive to last year's failed say-on-pay vote. Specifically, the company made meaningful changes in response to shareholder feedback by increasing the proportion of equity awards tied to performance conditions, and making a commitment that future cash-based retention awards will be tied to performance-based vesting requirements and only granted in extraordinary circumstances. While pay and performance are reasonably aligned for the year in review, continued monitoring of the pay program is warranted, as the executive chair's total pay remains high.

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Viatris 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: A vote FOR this item is warranted because only 2.88 percent of the fees paid to the auditor are for non-audit purposes.						
4	Require Independent Board Chair	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/23/2022	Auto-Approved 11/23/2022		1,637	1,637
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 11/23/2022	Auto-Approved 11/23/2022		20	20
					Total Shares:	**1,657**	**1,657**

Microsoft Corporation

Meeting Date: 12/13/2022 **Country:** USA **Ticker:** MSFT **Proxy Level:** 3

Record Date: 10/12/2022 **Meeting Type:** Annual **Meeting ID:** 1694381

Primary Security ID: 594918104 **Primary CUSIP:** 594918104 **Primary ISIN:** US5949181045 **Primary SEDOL:** 2588173

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

Votable Shares: 59 ***Shares on Loan:** 0 **Shares Instructed:** 59 **Shares Voted:** 59

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Reid G. Hoffman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Hugh F. Johnston	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Teri L. List	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Satya Nadella	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Sandra E. Peterson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Penny S. Pritzker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Carlos A. Rodriguez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Charles W. Scharf	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director John W. Stanton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director John W. Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Emma N. Walmsley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Padmasree Warrior	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 aligned for the year in review. Annual incentives were primarily based on objective criteria and the CEO's long-term awards were entirely performance-conditioned. However, the CEO's base salary and STI payout opportunities remained relatively large and long-term incentives rely primarily on annual performance periods, which compensation decisions warrant continued monitoring.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.92 percent of the fees paid to the auditor are for non-audit purposes.						
4	Report on Cost/Benefit Analysis of Diversity and Inclusion	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as it is not standard industry practice for a company to disclose a detailed cost-benefit analysis of its diversity and inclusion efforts, and Microsoft already provides shareholders with sufficient information to assess its diversity and inclusion efforts.						
5	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because additional information could help shareholders better understand how the company is assessing and managing the progress of its various diversity and inclusion initiatives.						
6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted. While Microsoft may not be responsible for its employees' investment decisions, the information requested in the report would not only complement and enhance Microsoft's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.						

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Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Report on Government Use of Microsoft Technology	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure of the company's policies, procedures and oversight mechanisms would aid shareholders in understanding how the company is managing and mitigating cyber risks and oversight related to government use of its technology.						
8	Report on Development of Products for Military	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted as shareholders would benefit from the requested report by allowing them to better understand the company's management and oversight of risks related to its production and development of military products.						
9	Report on Tax Transparency	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/29/2022	Auto-Approved 11/29/2022		59	59
					Total Shares:	**59**	**59**

AutoZone, Inc.

Meeting Date: 12/14/2022 **Country:** USA **Ticker:** AZO **Proxy Level:** 3

Record Date: 10/17/2022 **Meeting Type:** Annual **Meeting ID:** 1693430

Primary Security ID: 053332102 **Primary CUSIP:** 053332102 **Primary ISIN:** US0533321024 **Primary SEDOL:** 2065955

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

Votable Shares: 26 ***Shares on Loan:** 0 **Shares Instructed:** 26 **Shares Voted:** 26

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael A. George	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Linda A. Goodspeed	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Earl G. Graves, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Enderson Guimaraes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Brian P. Hannasch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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AutoZone, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director D. Bryan Jordan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Gale V. King	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director George R. Mrkonic, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director William C. Rhodes, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Jill A. Soltau	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 17.41 percent of the fees paid to the auditor are for non-audit purposes.						
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 were sufficiently aligned for the year in review. Annual incentives were primarily performance-based with improved disclosure. The committee also increased targets mid-year, reducing payouts by approximately one-third. However, the lack of pre-set performance goals in the long-term incentive plan warrants further monitoring, particularly if pay and performance do not remain aligned in future.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/29/2022	Auto-Approved 11/29/2022		26	26
					Total Shares:	**26**	**26**

THOR Industries, Inc.

Meeting Date: 12/16/2022 **Country:** USA **Ticker:** THO **Proxy Level:** 3

Record Date: 10/17/2022 **Meeting Type:** Annual **Meeting ID:** 1696229

Primary Security ID: 885160101 **Primary CUSIP:** 885160101 **Primary ISIN:** US8851601018 **Primary SEDOL:** 2889876

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

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew Graves	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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THOR Industries, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Christina Hennington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Amelia A. Huntington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Laurel Hurd	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Wilson Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director William J. Kelley, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Christopher Klein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Robert W. Martin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Peter B. Orthwein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.03 percent of the fees paid to the auditor are for non-audit purposes.						
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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/29/2022	Auto-Approved 11/29/2022		3	3
					Total Shares:	**3**	**3**

Wix.com Ltd.

Meeting Date: 12/19/2022 **Country:** Israel **Ticker:** WIX **Proxy Level:** N/A

Record Date: 11/09/2022 **Meeting Type:** Annual **Meeting ID:** 1696416

Primary Security ID: M98068105 **Primary CUSIP:** M98068105 **Primary ISIN:** IL0011301780 **Primary SEDOL:** BFZCHN7

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Wix.com Ltd.

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

Votable Shares: 26 ***Shares on Loan:** 0 **Shares Instructed:** 26 **Shares Voted:** 26

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Reelect Avishai Abrahami as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because the company has provided sufficient information on these proposals and there are no concerns with the board and its committees' structure and functioning.						
1b	Reelect Diane Greene as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because the company has provided sufficient information on these proposals and there are no concerns with the board and its committees' structure and functioning.						
1c	Reelect Mark Tluszcz as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because the company has provided sufficient information on these proposals and there are no concerns with the board and its committees' structure and functioning.						
2.1	Amend and Readopt Compensation Policy for the Executives of the Company	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A qualified vote FOR the compensation policy for the executives (item 2.1) is warranted because of the absence of specific concerns regarding the amended remuneration policy. However, this is not without concern for the absence of certain disclosure on specific compensation terms (i.e. defined performance metrics under the STI).A vote FOR the compensation policy for the directors (item 2.2) is merited as there are no apparent concerns with the proposed terms.						
2.2	Amend and Readopt Compensation Policy for the Directors of the Company	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A qualified vote FOR the compensation policy for the executives (item 2.1) is warranted because of the absence of specific concerns regarding the amended remuneration policy. However, this is not without concern for the absence of certain disclosure on specific compensation terms (i.e. defined performance metrics under the STI).A vote FOR the compensation policy for the directors (item 2.2) is merited as there are no apparent concerns with the proposed terms.						
3	Amend and Readopt Compensation Arrangement of Non-Executive Directors	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because the resulting potential level of dilution (13.36 percent) and the three-year average burn rate (3.68 percent) exceed recommended guidelines.						
4	Approve Offer to Exchange certain Options held by Non-Director and Non-Executive Employees of the Company and Subsidiaries	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this item is merited as the option exchange program would provide significant benefits to non-executive employees, despite the decline in the company's value.						
5	Ratify the Appointment and Compensation of Kost, Forer, Gabbay & Kasierer as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the audit firm and fix their remuneration is warranted.						

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Wix.com Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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. If you vote AGAINST, please provide an explanation to your account manager	Mgmt	Yes	None	Refer	Refer	For

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.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	dhambrick 12/08/2022	dhambrick 12/08/2022		26	26
					Total Shares:	**26**	**26**

Palantir Technologies, Inc.

Meeting Date: 12/22/2022 **Country:** USA **Ticker:** PLTR **Proxy Level:** 1

Record Date: 11/02/2022 **Meeting Type:** Special **Meeting ID:** 1697710

Primary Security ID: 69608A108 **Primary CUSIP:** 69608A108 **Primary ISIN:** US69608A1088 **Primary SEDOL:** BN78DQ4

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

Votable Shares: 619 ***Shares on Loan:** 0 **Shares Instructed:** 619 **Shares Voted:** 619

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Amend Certificate of Incorporation	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as the amended certificate of incorporation will slightly increase transparency regarding calculation of the voting power of Class F shares and will require certain transactions to be approved by at least some shareholders other than the executives and directors.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 12/06/2022	Auto-Approved 12/06/2022		619	619
					Total Shares:	**619**	**619**

Micron Technology, Inc.

Meeting Date: 01/12/2023 **Country:** USA **Ticker:** MU **Proxy Level:** 3

Record Date: 11/14/2022 **Meeting Type:** Annual **Meeting ID:** 1702650

Primary Security ID: 595112103 **Primary CUSIP:** 595112103 **Primary ISIN:** US5951121038 **Primary SEDOL:** 2588184

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Micron Technology, Inc.

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

Votable Shares: 847 ***Shares on Loan:** 0 **Shares Instructed:** 847 **Shares Voted:** 847

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Lynn A. Dugle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Steven J. Gomo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Linnie M. Haynesworth	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Mary Pat McCarthy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Sanjay Mehrotra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Robert E. Switz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director MaryAnn Wright	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. While the STI and LTI plans appear to be primarily performance-based, shareholders would benefit from more substantial disclosure of goal definition, performance objectives, and actual results.						
3	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.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.71 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 12/16/2022	Auto-Approved 12/16/2022		847	847
					Total Shares:	**847**	**847**

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D.R. Horton, Inc.

Meeting Date: 01/18/2023 **Country:** USA **Ticker:** DHI **Proxy Level:** 3

Record Date: 11/30/2022 **Meeting Type:** Annual **Meeting ID:** 1704716

Primary Security ID: 23331A109 **Primary CUSIP:** 23331A109 **Primary ISIN:** US23331A1097 **Primary SEDOL:** 2250687

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

Votable Shares: 243 ***Shares on Loan:** 0 **Shares Instructed:** 243 **Shares Voted:** 243

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald R. Horton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Barbara K. Allen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Brad S. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Michael R. Buchanan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Benjamin S. Carson, Sr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Maribess L. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 committee demonstrated sufficient responsiveness to last year's failed say-on-pay vote result through the disclosure of shareholder engagement efforts and feedback, and the implementation of positive changes to address the concerns. Though CEO pay and performance are reasonably aligned at this time, continued monitoring of actual STI payouts and the chairman's pay magnitude are warranted.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		243	243
			12/28/2022	12/28/2022			
					Total Shares:	**243**	**243**

Linde Plc

Meeting Date: 01/18/2023 **Country:** Ireland **Ticker:** LIN **Proxy Level:** N/A

Record Date: 01/16/2023 **Meeting Type:** Extraordinary Shareholders **Meeting ID:** 1704186

Primary Security ID: G5494J103 **Primary CUSIP:** G5494J103 **Primary ISIN:** IE00BZ12WP82 **Primary SEDOL:** BZ12WP8

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Linde Plc

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,915 ***Shares on Loan:** 0 **Shares Instructed:** 1,915 **Shares Voted:** 1,915

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The board has provided compelling evidence that the persistent technical selling pressure as a result of Linde's inclusion in the DAX index, along with other European market dynamics, has continued to adversely impact its stock valuation over the last two years. Accordingly, a vote FOR these proposals is warranted, as it would help facilitate the implementation of the reorganization to delist from the FSE and enhance shareholder value.						
2	Amend Articles of Association	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The board has provided compelling evidence that the persistent technical selling pressure as a result of Linde's inclusion in the DAX index, along with other European market dynamics, has continued to adversely impact its stock valuation over the last two years. Accordingly, a vote FOR these proposals is warranted, as it would help facilitate the implementation of the reorganization to delist from the FSE and enhance shareholder value.						
3	Approve Common Draft Terms of Merger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The board has provided compelling evidence that the persistent technical selling pressure as a result of Linde's inclusion in the DAX index, along with other European market dynamics, has continued to adversely impact its stock valuation over the last two years. Accordingly, a vote FOR these proposals is warranted, as it would help facilitate the implementation of the reorganization to delist from the FSE and enhance shareholder value.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 12/27/2022	Auto-Approved 12/27/2022		1,873	1,873
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 12/27/2022	Auto-Approved 12/27/2022		42	42
					Total Shares:	**1,915**	**1,915**

Linde Plc

Meeting Date: 01/18/2023 **Country:** Ireland **Ticker:** LIN **Proxy Level:** N/A

Record Date: 01/16/2023 **Meeting Type:** Court **Meeting ID:** 1704749

Primary Security ID: G5494J103 **Primary CUSIP:** G5494J103 **Primary ISIN:** IE00BZ12WP82 **Primary SEDOL:** BZ12WP8

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,915 ***Shares on Loan:** 0 **Shares Instructed:** 1,915 **Shares Voted:** 1,915

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Court Meeting	Mgmt	No				
1	Approve Scheme of Arrangement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The board has provided compelling evidence that the persistent technical selling pressure as a result of Linde's inclusion in the DAX index, along with other European market dynamics, has continued to adversely impact its stock valuation over the last two years. Accordingly, a vote FOR this proposal is warranted, as it would help facilitate the implementation of the reorganization to delist from the FSE and enhance shareholder value.						

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Linde Plc

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 12/27/2022	Auto-Approved 12/27/2022		1,873	1,873
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 12/27/2022	Auto-Approved 12/27/2022		42	42
					Total Shares:	**1,915**	**1,915**

Intuit Inc.

Meeting Date: 01/19/2023 **Country:** USA **Ticker:** INTU **Proxy Level:** 3

Record Date: 11/21/2022 **Meeting Type:** Annual **Meeting ID:** 1700516

Primary Security ID: 461202103 **Primary CUSIP:** 461202103 **Primary ISIN:** US4612021034 **Primary SEDOL:** 2459020

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

Votable Shares: 1,149 ***Shares on Loan:** 0 **Shares Instructed:** 1,149 **Shares Voted:** 1,149

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Scott D. Cook	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Richard L. Dalzell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Sasan K. Goodarzi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Deborah Liu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Tekedra Mawakana	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Thomas Szkutak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Raul Vazquez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Intuit 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. Annual incentives were primarily determined by pre-set financial metrics and half of the long-term incentive award is performance-based. In addition, long-term performance shares utilize a three-year measurement period and payouts are generally capped at target for negative absolute TSR performance.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.22 percent of the fees paid to the auditor are for non-audit purposes.						
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that - The purchase price is reasonable; - The number of shares reserved is relatively conservative; and - The offer period is within the prescribed limits under Section 423 of the Internal Revenue Code.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		1,149	1,149
			12/20/2022	12/20/2022			
					Total Shares:	**1,149**	**1,149**

Becton, Dickinson and Company

Meeting Date: 01/24/2023 **Country:** USA **Ticker:** BDX **Proxy Level:** 3

Record Date: 12/05/2022 **Meeting Type:** Annual **Meeting ID:** 1705215

Primary Security ID: 075887109 **Primary CUSIP:** 075887109 **Primary ISIN:** US0758871091 **Primary SEDOL:** 2087807

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

Votable Shares: 534 ***Shares on Loan:** 0 **Shares Instructed:** 534 **Shares Voted:** 534

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Catherine M. Burzik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Carrie L. Byington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director R. Andrew Eckert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Claire M. Fraser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Jeffrey W. Henderson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Christopher Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Marshall O. Larsen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Thomas E. Polen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Timothy M. Ring	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Bertram L. Scott	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.12 percent of the fees paid to the auditor are for non-audit purposes.						
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 were reasonably aligned for the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	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.						
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/03/2023	Auto-Approved 01/03/2023		534	534
					Total Shares:	**534**	**534**

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Becton, Dickinson and Company

Visa Inc.

Meeting Date: 01/24/2023	**Country:** USA	**Ticker:** V	**Proxy Level:** 3
Record Date: 11/25/2022	**Meeting Type:** Annual	**Meeting ID:** 1702246	
Primary Security ID: 92826C839	**Primary CUSIP:** 92826C839	**Primary ISIN:** US92826C8394	**Primary SEDOL:** B2PZN04
	Total Ballots: 2	**Voting Policy:** UUA	
Votable Shares: 4,322	***Shares on Loan:** 0	**Shares Instructed:** 4,322	**Shares Voted:** 4,322

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	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Kermit R. Crawford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Ramon Laguarta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Teri L. List	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director John F. Lundgren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Denise M. Morrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Linda J. Rendle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Maynard G. Webb, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 aligned for the year in review, and the annual and long-term incentives are primarily performance-based. However, shareholders would benefit from additional STI disclosure and extended LTI performance periods, as discussed below.						

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Visa 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Require Independent Board Chair	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 01/05/2023	Auto-Approved 01/05/2023		4,182	4,182
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 01/05/2023	Auto-Approved 01/05/2023		140	140
					Total Shares:	**4,322**	**4,322**

Acuity Brands, Inc.

Meeting Date: 01/25/2023 **Country:** USA **Ticker:** AYI **Proxy Level:** 3

Record Date: 12/05/2022 **Meeting Type:** Annual **Meeting ID:** 1705183

Primary Security ID: 00508Y102 **Primary CUSIP:** 00508Y102 **Primary ISIN:** US00508Y1029 **Primary SEDOL:** 2818461

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

Votable Shares: 52 ***Shares on Loan:** 0 **Shares Instructed:** 52 **Shares Voted:** 52

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Neil M. Ashe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Marcia J. Avedon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director W. Patrick Battle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Michael J. Bender	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director G. Douglas Dillard, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Acuity Brands, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director James H. Hance, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Maya Leibman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Laura G. O'Shaughnessy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Mark J. Sachleben	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Mary A. Winston	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.13 percent of the fees paid to the auditor are for non-audit purposes.						
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. The compensation committee adequately responded to shareholder concerns following last year's low say-on-pay vote result. The proxy provides clearly outlined shareholder feedback and concerns, and commensurate actions taken by the committee to increase the performance component of the LTI plan as well as plans to enhance disclosure under the STI plan relating to individual performance. Concerns regarding the misalignment between CEO pay and company performance are also sufficiently mitigated for the year under review. Financial measures comprise 80 percent of the STI and all measures had targets set above the prior year's actual results. The CEO's equity mix is also 75-percent performance-contingent, tied to multi-year, pre-set objectives.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		52	52
			01/11/2023	01/11/2023			
					Total Shares:	**52**	**52**

MSC Industrial Direct Co., Inc.

Meeting Date: 01/25/2023 **Country:** USA **Ticker:** MSM **Proxy Level:** 3

Record Date: 12/07/2022 **Meeting Type:** Annual **Meeting ID:** 1705186

Primary Security ID: 553530106 **Primary CUSIP:** 553530106 **Primary ISIN:** US5535301064 **Primary SEDOL:** 2567655

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

Votable Shares: 186 ***Shares on Loan:** 0 **Shares Instructed:** 186 **Shares Voted:** 186

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Erik Gershwind	Mgmt	Yes	For	For	For	For

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MSC Industrial Direct Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Louise Goeser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Mitchell Jacobson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Michael Kaufmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Steven Paladino	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Philip Peller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Rahquel Purcell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Rudina Seseri	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.77 percent of the fees paid to the auditor are for non-audit purposes.						
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.						
4	Approve 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/06/2023	Auto-Approved 01/06/2023		186	186
					Total Shares:	**186**	**186**

Woodward, Inc.

Meeting Date: 01/25/2023 **Country:** USA **Ticker:** WWD **Proxy Level:** 3

Record Date: 11/28/2022 **Meeting Type:** Annual **Meeting ID:** 1704097

Primary Security ID: 980745103 **Primary CUSIP:** 980745103 **Primary ISIN:** US9807451037 **Primary SEDOL:** 2948089

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Woodward, Inc.

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

Votable Shares: 599 ***Shares on Loan:** 0 **Shares Instructed:** 599 **Shares Voted:** 599

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David P. Hess	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 21.14 percent of the fees paid to the auditor are for non-audit purposes.						
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 cost is excessive; and - The plan allows broad discretion to accelerate vesting.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/06/2023	Auto-Approved 01/06/2023		599	599
					Total Shares:	**599**	**599**

Air Products and Chemicals, Inc.

Meeting Date: 01/26/2023 **Country:** USA **Ticker:** APD **Proxy Level:** 3

Record Date: 11/30/2022 **Meeting Type:** Annual **Meeting ID:** 1703881

Primary Security ID: 009158106 **Primary CUSIP:** 009158106 **Primary ISIN:** US0091581068 **Primary SEDOL:** 2011602

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 890 ***Shares on Loan:** 0 **Shares Instructed:** 890 **Shares Voted:** 890

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tonit M. Calaway	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Charles I. Cogut	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Lisa A. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director David H. Y. Ho	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Edward L. Monser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Matthew H. Paull	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Wayne T. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 under review. Although concerns are noted, annual incentives are primarily determined by a pre-set financial metric, and long-term incentives are a majority performance conditioned and measured over a multi-year period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 12/30/2022	Auto-Approved 12/30/2022		853	853
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 12/30/2022	Auto-Approved 12/30/2022		37	37
					Total Shares:	**890**	**890**

Valvoline Inc.

Meeting Date: 01/26/2023 **Country:** USA **Ticker:** VVV **Proxy Level:** 3

Record Date: 11/30/2022 **Meeting Type:** Annual **Meeting ID:** 1705393

Primary Security ID: 92047W101 **Primary CUSIP:** 92047W101 **Primary ISIN:** US92047W1018 **Primary SEDOL:** BDG22J3

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

Valvoline Inc.

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

Votable Shares: 261 ***Shares on Loan:** 0 **Shares Instructed:** 261 **Shares Voted:** 261

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerald W. Evans, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Richard J. Freeland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Carol H. Kruse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Vada O. Manager	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Samuel J. Mitchell, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jennifer L. Slater	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Charles M. Sonsteby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Mary J. Twinem	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.87 percent of the fees paid to the auditor are for non-audit purposes.						
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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/04/2023	Auto-Approved 01/04/2023		261	261
					Total Shares:	**261**	**261**

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Walgreens Boots Alliance, Inc.

Meeting Date: 01/26/2023	**Country:** USA	**Ticker:** WBA	**Proxy Level:** 3
Record Date: 11/28/2022	**Meeting Type:** Annual	**Meeting ID:** 1703608	
Primary Security ID: 931427108	**Primary CUSIP:** 931427108	**Primary ISIN:** US9314271084	**Primary SEDOL:** BTN1Y44
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 924	***Shares on Loan:** 0	**Shares Instructed:** 924	**Shares Voted:** 924

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Inderpal S. Bhandari	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Rosalind G. Brewer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Ginger L. Graham	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Bryan C. Hanson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Valerie B. Jarrett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director John A. Lederer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Dominic P. Murphy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Stefano Pessina	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Nancy M. Schlichting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers. Additionally, although the annual bonus was entirely based on pre-set objective metrics, a concern is noted regarding the target setting of financial metrics, which were set below the prior year's actual performance without a corresponding reduction in the payout opportunity.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 11.95 percent of the fees paid to the auditor are for non-audit purposes.						

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Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because shareholders would benefit from increased disclosure regarding the firm's policies and practices related to the sale of tobacco products and its risk oversight mechanisms for continued in-store tobacco sales.						
5	Require Independent Board Chair	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		924	924
			01/12/2023	01/12/2023			
					Total Shares:	**924**	**924**

Amdocs Limited

Meeting Date: 01/27/2023 **Country:** Guernsey **Ticker:** DOX **Proxy Level:** N/A

Record Date: 11/30/2022 **Meeting Type:** Annual **Meeting ID:** 1706272

Primary Security ID: G02602103 **Primary CUSIP:** G02602103 **Primary ISIN:** GB0022569080 **Primary SEDOL:** 2256908

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

Votable Shares: 458 ***Shares on Loan:** 0 **Shares Instructed:** 458 **Shares Voted:** 458

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert A. Minicucci	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Adrian Gardner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Rafael de la Vega	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Eli Gelman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Richard T.C. LeFave	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director John A. MacDonald	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Amdocs Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Shuky Sheffer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Yvette Kanouff	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Sarah Ruth Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Amos Genish	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	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 432 of the Internal Revenue Code.						
3	Approve an Increase in the Quarterly Cash Dividend Rate	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as this is a routine request and no concerns have been identified.						
4	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted in the absence of any known issues concerning the company's audited accounts and financial statements.						
5	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 18.33 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/10/2023	Auto-Approved 01/10/2023		458	458
					Total Shares:	**458**	**458**

WestRock Company

Meeting Date: 01/27/2023 **Country:** USA **Ticker:** WRK **Proxy Level:** 3

Record Date: 12/05/2022 **Meeting Type:** Annual **Meeting ID:** 1705177

Primary Security ID: 96145D105 **Primary CUSIP:** 96145D105 **Primary ISIN:** US96145D1054 **Primary SEDOL:** BYR0914

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WestRock Company

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

Votable Shares: 545 ***Shares on Loan:** 0 **Shares Instructed:** 545 **Shares Voted:** 545

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Colleen F. Arnold	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Timothy J. Bernlohr	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director J. Powell Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Terrell K. Crews	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Russell M. Currey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Suzan F. Harrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Gracia C. Martore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director James E. Nevels	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director E. Jean Savage	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director David B. Sewell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Alan D. Wilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual incentives were primarily determined by pre-set financial metrics, and a majority of long-term incentives were performance conditioned and measured over multi-year periods.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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WestRock Company

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: A vote FOR this item is warranted because only 19.45 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/03/2023	Auto-Approved 01/03/2023		545	545
					Total Shares:	**545**	**545**

Azenta, Inc.

Meeting Date: 01/31/2023 **Country:** USA **Ticker:** AZTA **Proxy Level:** 3

Record Date: 12/12/2022 **Meeting Type:** Annual **Meeting ID:** 1706045

Primary Security ID: 114340102 **Primary CUSIP:** 114340102 **Primary ISIN:** US1143401024 **Primary SEDOL:** 2145460

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

Votable Shares: 1,878 ***Shares on Loan:** 0 **Shares Instructed:** 1,878 **Shares Voted:** 1,878

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank E. Casal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Robyn C. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Joseph R. Martin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Erica J. McLaughlin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Tina S. Nova	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Krishna G. Palepu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Dorothy E. Puhy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Michael Rosenblatt	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 gender and racial diversity on the board. There is at least 30 percent diversity.						

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Azenta, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Stephen S. Schwartz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Ellen M. Zane	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 01/11/2023	Auto-Approved 01/11/2023		1,878	1,878
					Total Shares:	**1,878**	**1,878**

Hormel Foods Corporation

Meeting Date: 01/31/2023 **Country:** USA **Ticker:** HRL **Proxy Level:** 3

Record Date: 12/02/2022 **Meeting Type:** Annual **Meeting ID:** 1705965

Primary Security ID: 440452100 **Primary CUSIP:** 440452100 **Primary ISIN:** US4404521001 **Primary SEDOL:** 2437264

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

Votable Shares: 382 ***Shares on Loan:** 0 **Shares Instructed:** 382 **Shares Voted:** 382

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Prama Bhatt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Gary C. Bhojwani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Stephen M. Lacy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Elsa A. Murano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Susan K. Nestegard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Hormel Foods Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director William A. Newlands	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Christopher J. Policinski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Jose Luis Prado	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Sally J. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director James P. Snee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Steven A. White	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as there are industry trends towards phasing out usage of antimicrobials in animal-related food production based on evidence that their routine use in food production contributes to the global problem of antibiotic resistance. Additionally, lack of compliance with WHO guidelines could potentially expose the company to both reputational and regulatory risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/09/2023	Auto-Approved 01/09/2023		382	382
					Total Shares:	**382**	**382**

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Accenture Plc

Meeting Date: 02/01/2023	**Country:** Ireland	**Ticker:** ACN	**Proxy Level:** N/A
Record Date: 12/06/2022	**Meeting Type:** Annual	**Meeting ID:** 1704746	
Primary Security ID: G1151C101	**Primary CUSIP:** G1151C101	**Primary ISIN:** IE00B4BNMY34	**Primary SEDOL:** B4BNMY3
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 68	***Shares on Loan:** 0	**Shares Instructed:** 68	**Shares Voted:** 68

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Nancy McKinstry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Beth E. Mooney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Gilles C. Pelisson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Paula A. Price	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Arun Sarin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Julie Sweet	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Tracey T. Travis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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, with caution. Concerns are raised regarding the lack of disclosed performance targets; however, pay and performance are reasonably aligned for the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.83 percent of the fees paid to the auditor are for non-audit purposes.						
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.						

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

Accenture Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.						
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/12/2023	Auto-Approved 01/12/2023		68	68
					Total Shares:	**68**	**68**

Dolby Laboratories, Inc.

Meeting Date: 02/07/2023 **Country:** USA **Ticker:** DLB **Proxy Level:** 3

Record Date: 12/09/2022 **Meeting Type:** Annual **Meeting ID:** 1705584

Primary Security ID: 25659T107 **Primary CUSIP:** 25659T107 **Primary ISIN:** US25659T1079 **Primary SEDOL:** B04NJM9

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

Votable Shares: 1,935 ***Shares on Loan:** 0 **Shares Instructed:** 1,935 **Shares Voted:** 1,935

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin Yeaman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Peter Gotcher	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.WITHHOLD votes are warranted for David Dolby as his ownership of the supervoting shares provide him with voting power control of the company.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Micheline Chau	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director David Dolby	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.WITHHOLD votes are warranted for David Dolby as his ownership of the supervoting shares provide him with voting power control of the company.There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Dolby Laboratories, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Tony Prophet	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.WITHHOLD votes are warranted for David Dolby as his ownership of the supervoting shares provide him with voting power control of the company.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Emily Rollins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Simon Segars	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.WITHHOLD votes are warranted for David Dolby as his ownership of the supervoting shares provide him with voting power control of the company.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Anjali Sud	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Avadis Tevanian, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.WITHHOLD votes are warranted for David Dolby as his ownership of the supervoting shares provide him with voting power control of the company.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 cost is excessive; and - The plan allows broad discretion to accelerate vesting.						
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The number of shares reserved is relatively conservative; and - The offer period is within the prescribed limits under Section 423 of the Internal Revenue Code.						
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.86 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/20/2023	Auto-Approved 01/20/2023		1,935	1,935
					Total Shares:	**1,935**	**1,935**

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Atmos Energy Corporation

Meeting Date: 02/08/2023	**Country:** USA	**Ticker:** ATO	**Proxy Level:** 3
Record Date: 12/12/2022	**Meeting Type:** Annual	**Meeting ID:** 1705357	
Primary Security ID: 049560105	**Primary CUSIP:** 049560105	**Primary ISIN:** US0495601058	**Primary SEDOL:** 2315359
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 9	***Shares on Loan:** 0	**Shares Instructed:** 9	**Shares Voted:** 9

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John C. Ale	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director J. Kevin Akers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Kim R. Cocklin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Kelly H. Compton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Sean Donohue	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Rafael G. Garza	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Richard K. Gordon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Nancy K. Quinn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Richard A. Sampson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Diana J. Walters	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Frank Yoho	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.70 percent of the fees paid to the auditor are for non-audit purposes.						
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 aligned for the year in review. Annual incentives are entirely based on financial performance, and long-term incentives are half-comprised of performance awards that utilize a multi-year performance period. Further, both award payouts are capped at target for negative absolute TSR performance during the relative performance periods.						

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Atmos Energy Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		9	9
			01/13/2023	01/13/2023			
					Total Shares:	**9**	**9**

Deere & Company

Meeting Date: 02/22/2023 **Country:** USA **Ticker:** DE **Proxy Level:** 3

Record Date: 12/27/2022 **Meeting Type:** Annual **Meeting ID:** 1709213

Primary Security ID: 244199105 **Primary CUSIP:** 244199105 **Primary ISIN:** US2441991054 **Primary SEDOL:** 2261203

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

Votable Shares: 151 ***Shares on Loan:** 0 **Shares Instructed:** 151 **Shares Voted:** 151

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Tamra A. Erwin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Alan C. Heuberger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Charles O. Holliday, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Michael O. Johanns	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Clayton M. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director John C. May	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Sherry M. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Deere & Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Sheila G. Talton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. The company's STI program continues to be primarily based on objective metrics. The performance-based portion of the LTI program (LTIC and PSUs) appeared to be less than majority of the entire LTI plan for the year in review, though they rely on multiyear performance periods with pre-set goals.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/18/2023	Auto-Approved 01/23/2023		151	151
					Total Shares:	**151**	**151**

Duck Creek Technologies, Inc.

Meeting Date: 02/22/2023 **Country:** USA **Ticker:** DCT **Proxy Level:** 3

Record Date: 12/27/2022 **Meeting Type:** Annual **Meeting ID:** 1707088

Primary Security ID: 264120106 **Primary CUSIP:** 264120106 **Primary ISIN:** US2641201064 **Primary SEDOL:** BMFLXR9

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

Votable Shares: 522 ***Shares on Loan:** 0 **Shares Instructed:** 522 **Shares Voted:** 522

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William (Bill) Bloom	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members William (Bill) Bloom and Kathleen (Kathy) Crusco 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 gender and racial diversity on the board. There is at least 30 percent diversity.						

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Duck Creek Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Kathleen (Kathy) Crusco	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members William (Bill) Bloom and Kathleen (Kathy) Crusco 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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Michael Jackowski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.93 percent of the fees paid to the auditor are for non-audit purposes.						
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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/23/2023	Auto-Approved 01/23/2023		522	522
					Total Shares:	**522**	**522**

Raymond James Financial, Inc.

Meeting Date: 02/23/2023 **Country:** USA **Ticker:** RJF **Proxy Level:** 3

Record Date: 12/21/2022 **Meeting Type:** Annual **Meeting ID:** 1709231

Primary Security ID: 754730109 **Primary CUSIP:** 754730109 **Primary ISIN:** US7547301090 **Primary SEDOL:** 2718992

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

Votable Shares: 669 ***Shares on Loan:** 0 **Shares Instructed:** 669 **Shares Voted:** 669

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marlene Debel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Robert M. Dutkowsky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Jeffrey N. Edwards	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Benjamin C. Esty	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Raymond James Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Anne Gates	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Thomas A. James	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Gordon L. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Roderick C. McGeary	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Paul C. Reilly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Raj Seshadri	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 with caution. Cash and equity incentive award values are ultimately discretionarily determined; investors generally prefer an annual incentive program structure that emphasizes objective and transparent determinations. While this issue warrants continued close monitoring and may be scrutinized further if pay and performance become misaligned in the future, pay and performance are reasonably aligned for the year in review. In addition, the majority of long-term incentives, once granted, are earned based on clearly disclosed multi-year goals, and the increase in CEO performance year pay is directionally aligned with TSR outperformance and improved financial performance.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.23 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/27/2023	Auto-Approved 01/27/2023		669	669
					Total Shares:	**669**	**669**

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Nordson Corporation

Meeting Date: 02/28/2023	**Country:** USA	**Ticker:** NDSN	**Proxy Level:** 3
Record Date: 12/30/2022	**Meeting Type:** Annual	**Meeting ID:** 1712026	
Primary Security ID: 655663102	**Primary CUSIP:** 655663102	**Primary ISIN:** US6556631025	**Primary SEDOL:** 2641838
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 43	***Shares on Loan:** 0	**Shares Instructed:** 43	**Shares Voted:** 43

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sundaram Nagarajan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Michael J. Merriman, Jr.	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Milton M. Morris	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Mary G. Puma	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.27 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual incentives are entirely performance-based and performance equity awards utilize multi-year performance periods. However, long-term incentives are primarily time-based.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Reduce Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.						
6	Reduce Supermajority Vote Requirement for Matters Requiring Shareholder Approval under the Ohio Revised Code	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.						
7	Reduce Supermajority Vote Requirement for Certain Amendments to Regulations as set forth in Article IX	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the proposed elimination of supermajority vote requirements would enhance shareholder rights.						

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Nordson Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Amend Regulations to the Extent Permitted by Ohio law	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as, if adopted, it would allow the board the flexibility to keep the bylaws updated while maintaining shareholders' right to amend the bylaws absent prior board approval.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/09/2023	Auto-Approved 02/09/2023		43	43
					Total Shares:	**43**	**43**

Tetra Tech, Inc.

Meeting Date: 02/28/2023 **Country:** USA **Ticker:** TTEK **Proxy Level:** 3

Record Date: 01/03/2023 **Meeting Type:** Annual **Meeting ID:** 1710460

Primary Security ID: 88162G103 **Primary CUSIP:** 88162G103 **Primary ISIN:** US88162G1031 **Primary SEDOL:** 2883890

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

Votable Shares: 940 ***Shares on Loan:** 0 **Shares Instructed:** 940 **Shares Voted:** 940

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1B	Elect Director Gary R. Birkenbeuel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1C	Elect Director Prashant Gandhi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1D	Elect Director Joanne M. Maguire	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1E	Elect Director Christiana Obiaya	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1F	Elect Director Kimberly E. Ritrievi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1G	Elect Director J. Kenneth Thompson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is 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.						
1H	Elect Director Kirsten M. Volpi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Tetra Tech, 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: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.49 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 01/31/2023	Auto-Approved 01/31/2023		940	940
					Total Shares:	**940**	**940**

The AZEK Company Inc.

Meeting Date: 02/28/2023 **Country:** USA **Ticker:** AZEK **Proxy Level:** 3

Record Date: 01/05/2023 **Meeting Type:** Annual **Meeting ID:** 1710456

Primary Security ID: 05478C105 **Primary CUSIP:** 05478C105 **Primary ISIN:** US05478C1053 **Primary SEDOL:** BKPVG43

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

Votable Shares: 2,993 ***Shares on Loan:** 0 **Shares Instructed:** 2,993 **Shares Voted:** 2,993

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary Hendrickson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Howard Heckes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Bennett Rosenthal	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Jesse Singh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

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The AZEK Company 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	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers.						
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/09/2023	Auto-Approved 02/09/2023		2,993	2,993
					Total Shares:	**2,993**	**2,993**

Warner Music Group Corp.

Meeting Date: 02/28/2023 **Country:** USA **Ticker:** WMG **Proxy Level:** 1

Record Date: 01/06/2023 **Meeting Type:** Annual **Meeting ID:** 1710813

Primary Security ID: 934550203 **Primary CUSIP:** 934550203 **Primary ISIN:** US9345502036 **Primary SEDOL:** BLGJ610

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

Votable Shares: 9,940 ***Shares on Loan:** 0 **Shares Instructed:** 9,940 **Shares Voted:** 9,940

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert Kyncl	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Lincoln Benet	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.A vote AGAINST Lincoln Benet, Alex Blavatnik, and Donald Wagner is warranted for serving as non-independent members of a key board committee.A vote AGAINST governance committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights.A vote AGAINST governance committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members Lincoln Benet, Alex Blavatnik, Mathias Doepfner, and Cecelia (Ceci) Kurzman is warranted. Concerns are raised with respect to the magnitude of the CEO's equity awards, which consist of purely time-based awards and the prior year's discretionary bonus paid in the form of equity.There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Warner Music Group Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Alex Blavatnik	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.A vote AGAINST Lincoln Benet, Alex Blavatnik, and Donald Wagner is warranted for serving as non-independent members of a key board committee.A vote AGAINST governance committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights.A vote AGAINST governance committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members Lincoln Benet, Alex Blavatnik, Mathias Doepfner, and Cecelia (Ceci) Kurzman is warranted. Concerns are raised with respect to the magnitude of the CEO's equity awards, which consist of purely time-based awards and the prior year's discretionary bonus paid in the form of equity.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Len Blavatnik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Mathias Dopfner	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST Lincoln Benet, Alex Blavatnik, and Donald Wagner is warranted for serving as non-independent members of a key board committee.A vote AGAINST governance committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights.A vote AGAINST governance committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members Lincoln Benet, Alex Blavatnik, Mathias Doepfner, and Cecelia (Ceci) Kurzman is warranted. Concerns are raised with respect to the magnitude of the CEO's equity awards, which consist of purely time-based awards and the prior year's discretionary bonus paid in the form of equity.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Nancy Dubuc	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Noreena Hertz	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST Lincoln Benet, Alex Blavatnik, and Donald Wagner is warranted for serving as non-independent members of a key board committee.A vote AGAINST governance committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights.A vote AGAINST governance committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members Lincoln Benet, Alex Blavatnik, Mathias Doepfner, and Cecelia (Ceci) Kurzman is warranted. Concerns are raised with respect to the magnitude of the CEO's equity awards, which consist of purely time-based awards and the prior year's discretionary bonus paid in the form of equity.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Ynon Kreiz	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST Lincoln Benet, Alex Blavatnik, and Donald Wagner is warranted for serving as non-independent members of a key board committee.A vote AGAINST governance committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights.A vote AGAINST governance committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members Lincoln Benet, Alex Blavatnik, Mathias Doepfner, and Cecelia (Ceci) Kurzman is warranted. Concerns are raised with respect to the magnitude of the CEO's equity awards, which consist of purely time-based awards and the prior year's discretionary bonus paid in the form of equity.There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Warner Music Group Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Ceci Kurzman	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST Lincoln Benet, Alex Blavatnik, and Donald Wagner is warranted for serving as non-independent members of a key board committee.A vote AGAINST governance committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights.A vote AGAINST governance committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members Lincoln Benet, Alex Blavatnik, Mathias Doepfner, and Cecelia (Ceci) Kurzman is warranted. Concerns are raised with respect to the magnitude of the CEO's equity awards, which consist of purely time-based awards and the prior year's discretionary bonus paid in the form of equity.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Michael Lynton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Donald A. Wagner	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.A vote AGAINST Lincoln Benet, Alex Blavatnik, and Donald Wagner is warranted for serving as non-independent members of a key board committee.A vote AGAINST governance committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights.A vote AGAINST governance committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members Lincoln Benet, Alex Blavatnik, Mathias Doepfner, and Cecelia (Ceci) Kurzman is warranted. Concerns are raised with respect to the magnitude of the CEO's equity awards, which consist of purely time-based awards and the prior year's discretionary bonus paid in the form of equity.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.90 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		9,940	9,940
			02/10/2023	02/10/2023			
					Total Shares:	**9,940**	**9,940**

MACOM Technology Solutions Holdings, Inc.

Meeting Date: 03/02/2023 **Country:** USA **Ticker:** MTSI **Proxy Level:** 3

Record Date: 01/05/2023 **Meeting Type:** Annual **Meeting ID:** 1710493

Primary Security ID: 55405Y100 **Primary CUSIP:** 55405Y100 **Primary ISIN:** US55405Y1001 **Primary SEDOL:** B5B15Y5

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

Votable Shares: 1,875 ***Shares on Loan:** 0 **Shares Instructed:** 1,875 **Shares Voted:** 1,875

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles Bland	Mgmt	Yes	For	Withhold	Withhold	Withhold

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MACOM Technology Solutions Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: The board is not majority independent.The nominee is non-independent and sits on a key committee.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Stephen Daly	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Susan Ocampo	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short-term and long-term E&S performance incentives; and - The company provides excise tax-gross ups in existing agreements.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.52 percent of the fees paid to the auditor are for non-audit purposes.						
4	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 02/14/2023	Auto-Approved 02/14/2023		1,875	1,875
					Total Shares:	**1,875**	**1,875**

Analog Devices, Inc.

Meeting Date: 03/08/2023 **Country:** USA **Ticker:** ADI **Proxy Level:** 3

Record Date: 01/03/2023 **Meeting Type:** Annual **Meeting ID:** 1711049

Primary Security ID: 032654105 **Primary CUSIP:** 032654105 **Primary ISIN:** US0326541051 **Primary SEDOL:** 2032067

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

Votable Shares: 974 ***Shares on Loan:** 0 **Shares Instructed:** 974 **Shares Voted:** 974

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director James A. Champy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Analog Devices, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Andre Andonian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Anantha P. Chandrakasan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Edward H. Frank	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Laurie H. Glimcher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Karen M. Golz	Mgmt	Yes	For	For	Against	Against
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Mercedes Johnson	Mgmt	Yes	For	For	Against	Against
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Kenton J. Sicchitano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Ray Stata	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Susie Wee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short-term and long-term E&S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 34.00 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Analog Devices, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		974	974
			02/14/2023	02/14/2023			
					Total Shares:	**974**	**974**

Johnson Controls International Plc

Meeting Date: 03/08/2023 **Country:** Ireland **Ticker:** JCI **Proxy Level:** N/A

Record Date: 01/05/2023 **Meeting Type:** Annual **Meeting ID:** 1711103

Primary Security ID: G51502105 **Primary CUSIP:** G51502105 **Primary ISIN:** IE00BY7QL619 **Primary SEDOL:** BY7QL61

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

Votable Shares: 2,266 ***Shares on Loan:** 0 **Shares Instructed:** 2,266 **Shares Voted:** 2,266

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean Blackwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Pierre Cohade	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Michael E. Daniels	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director W. Roy Dunbar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Gretchen R. Haggerty	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Ayesha Khanna	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Simone Menne	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director George R. Oliver	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Jurgen Tinggren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Mark Vergnano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director John D. Young	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Johnson Controls International Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.65 percent of the fees paid to the auditor are for non-audit purposes.						
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						
3	Authorize Market Purchases of Company Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the terms of the repurchase program are reasonable and all shareholders would have the opportunity to participate, and as there are no company-specific concerns relating to the board's authority to conduct open-market repurchases.						
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.						
5	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 annual and long-term incentive programs are primarily based on pre-set, objective performance targets. CEO pay and TSR performance were also reasonably aligned for the year in review.						
6	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
7	Approve the Directors' Authority to Allot Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
8	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/09/2023	Auto-Approved 02/09/2023		2,266	2,266
					Total Shares:	**2,266**	**2,266**

QUALCOMM Incorporated

Meeting Date: 03/08/2023 **Country:** USA **Ticker:** QCOM **Proxy Level:** 3

Record Date: 01/09/2023 **Meeting Type:** Annual **Meeting ID:** 1710924

Primary Security ID: 747525103 **Primary CUSIP:** 747525103 **Primary ISIN:** US7475251036 **Primary SEDOL:** 2714923

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

QUALCOMM Incorporated

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

Votable Shares: 56 ***Shares on Loan:** 0 **Shares Instructed:** 56 **Shares Voted:** 56

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Cristiano R. Amon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Mark Fields	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Jeffrey W. Henderson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Gregory N. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Ann M. Livermore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Mark D. McLaughlin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Jamie S. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Irene B. Rosenfeld	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Kornelis (Neil) Smit	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Jean-Pascal Tricoire	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Anthony J. Vinciquerra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.89 percent of the fees paid to the auditor are for non-audit purposes.						
3	Approve 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.						

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

QUALCOMM 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
	Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned at this time and a majority of annual and long-term incentives are based on pre-set financial metrics.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/03/2023	Auto-Approved 02/06/2023		56	56
					Total Shares:	**56**	**56**

AmerisourceBergen Corporation

Meeting Date: 03/09/2023 **Country:** USA **Ticker:** ABC **Proxy Level:** 3

Record Date: 01/09/2023 **Meeting Type:** Annual **Meeting ID:** 1711984

Primary Security ID: 03073E105 **Primary CUSIP:** 03073E105 **Primary ISIN:** US03073E1055 **Primary SEDOL:** 2795393

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

Votable Shares: 927 ***Shares on Loan:** 0 **Shares Instructed:** 927 **Shares Voted:** 927

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Steven H. Collis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director D. Mark Durcan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Richard W. Gochnauer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Lon R. Greenberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kathleen W. Hyle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Lorence H. Kim	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Henry W. McGee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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AmerisourceBergen Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Redonda G. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Dennis M. Nally	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 24.43 percent of the fees paid to the auditor are for non-audit purposes.						
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 the pay and performance alignment for the year in review. Annual incentives and the majority of long-term incentives are based on financial performance. In addition, performance shares utilize multi-year performance periods, and the relative TSR modifier targets above-median performance and subjects performance awards to a payout cap for negative absolute TSR results.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this item is warranted given that the company recently enhanced its severance policies, ensuring that any future cash severance arrangements absent shareholder approval will be at a reasonable basis.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/14/2023	Auto-Approved 02/14/2023		927	927
					Total Shares:	**927**	**927**

Applied Materials, Inc.

Meeting Date: 03/09/2023 **Country:** USA **Ticker:** AMAT **Proxy Level:** 3

Record Date: 01/11/2023 **Meeting Type:** Annual **Meeting ID:** 1711707

Primary Security ID: 038222105 **Primary CUSIP:** 038222105 **Primary ISIN:** US0382221051 **Primary SEDOL:** 2046552

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

Votable Shares: 153 ***Shares on Loan:** 0 **Shares Instructed:** 153 **Shares Voted:** 153

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Judy Bruner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Xun (Eric) Chen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Aart J. de Geus	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Gary E. Dickerson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Thomas J. Iannotti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Alexander A. Karsner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Kevin P. March	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Yvonne McGill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Scott A. McGregor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Concerns continue to be raised regarding the annual incentive program, which are at least half based on strategic metrics and lack disclosure of metric objectives and some performance results, precluding analysis of program rigor. Nevertheless, pay and performance are reasonably aligned, with annual incentive awards paid out below target and at least half of long-term incentives granted in performance equity with three-year goals. A vote FOR this proposal is therefore warranted, although shareholders may wish to continue monitoring the annual incentive program.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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 the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is considered small given the company's size and the composition of its shareholder base.						

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Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Improve Executive Compensation Program and Policy	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted. Inclusion of CEO pay ratio and voices from employees as a guiding principle of executive compensation could allow for more informed and contextual assessments by investors as to whether the company's executive compensation practices are reasonable and fair and aligned with shareholders' long-term interests.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/13/2023	Auto-Approved 02/13/2023		153	153
					Total Shares:	**153**	**153**

F5, Inc.

Meeting Date: 03/09/2023 **Country:** USA **Ticker:** FFIV **Proxy Level:** 3

Record Date: 01/04/2023 **Meeting Type:** Annual **Meeting ID:** 1711466

Primary Security ID: 315616102 **Primary CUSIP:** 315616102 **Primary ISIN:** US3156161024 **Primary SEDOL:** 2427599

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

Votable Shares: 42 ***Shares on Loan:** 0 **Shares Instructed:** 42 **Shares Voted:** 42

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne N. Budnik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Elizabeth L. Buse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Michael L. Dreyer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Alan J. Higginson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Peter S. Klein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Francois Locoh-Donou	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Nikhil Mehta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Michael F. Montoya	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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F5, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Marie E. Myers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director James M. Phillips	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Sripada Shivananda	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 cost is excessive; - The three-year average burn rate is excessive; and - The plan allows broad discretion to accelerate vesting.						
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	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.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.96 percent of the fees paid to the auditor are for non-audit purposes.						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST this proposal are warranted because: - The company has not disclosed any short-term and long-term E&S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.						
6	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/16/2023	Auto-Approved 02/16/2023		42	42
					Total Shares:	**42**	**42**

Hologic, Inc.

Meeting Date: 03/09/2023 **Country:** USA **Ticker:** HOLX **Proxy Level:** 3

Record Date: 01/11/2023 **Meeting Type:** Annual **Meeting ID:** 1710922

Primary Security ID: 436440101 **Primary CUSIP:** 436440101 **Primary ISIN:** US4364401012 **Primary SEDOL:** 2433530

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

Hologic, Inc.

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

Votable Shares: 461 ***Shares on Loan:** 0 **Shares Instructed:** 461 **Shares Voted:** 461

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Sally W. Crawford	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Charles J. Dockendorff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Scott T. Garrett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Ludwig N. Hantson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Namal Nawana	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Christiana Stamoulis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Stacey D. Stewart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Amy M. Wendell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and - High CEO pay in relation to company peer group CEO median pay levels.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price is reasonable, the shares reserved is relatively conservative, and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.						

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Hologic, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 18.37 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/09/2023	Auto-Approved 02/09/2023		461	461
					Total Shares:	**461**	**461**

Apple Inc.

Meeting Date: 03/10/2023 **Country:** USA **Ticker:** AAPL **Proxy Level:** 3

Record Date: 01/09/2023 **Meeting Type:** Annual **Meeting ID:** 1709502

Primary Security ID: 037833100 **Primary CUSIP:** 037833100 **Primary ISIN:** US0378331005 **Primary SEDOL:** 2046251

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 296 ***Shares on Loan:** 0 **Shares Instructed:** 296 **Shares Voted:** 296

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Tim Cook	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Al Gore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Alex Gorsky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Andrea Jung	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Art Levinson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Monica Lozano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Ron Sugar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Sue Wagner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Apple 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: A vote FOR this item is warranted because only 10.21 percent of the fees paid to the auditor are for non-audit purposes.						
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 compensation committee demonstrated adequate responsiveness to shareholder concerns after last year's relatively low say-on-pay support, including making meaningful forward-looking changes to the CEO's compensation and significantly improving proxy disclosure surrounding pay decisions. In addition, certain factors have been identified that mitigate a pay-for-performance misalignment for the year in review. Although the CEO and other NEOs' pay opportunities remained high, annual incentives were tied to rigorous objective metrics and long-term incentives were based on multi-year performance. Payouts under both programs appear largely aligned with strong financial and TSR performance. Concern is raised by the $75 million equity grant to the CEO in FY22, the second consecutive year he received a grant of such magnitude. However, the changes made by the committee for the CEO's FY23 grant mitigate these concerns, as they will somewhat reduce his high pay opportunities and strengthen the performance-based portion of his LTI award. Nonetheless, continued monitoring of the pay program is warranted to ensure that the CEO's pay magnitude is supported by continued strong performance by the company.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Report on Civil Rights and Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company has adequate disclosures related to its DEI initiatives and commitments, and it has already committed to conducting a civil rights audit.						
6	Report on Operations in Communist China	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company appears to provide shareholders with sufficient disclosure to assess its management of risks related to its operations in China and to have policies in place that seem to address human rights concerns raised by the proponent.						
7	Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted as it may further promote shareholder engagement oversight and further encourage board responsiveness and accountability.						
8	Report on Median Gender/Racial Pay Gap	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.						
9	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 enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/23/2023	Auto-Approved 02/23/2023		72	72
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 02/23/2023	Auto-Approved 02/23/2023		224	224

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

Apple Inc.

Total Shares:	**296**	**296**

IAA, Inc.

Meeting Date: 03/14/2023 **Country:** USA **Ticker:** IAA **Proxy Level:** 5

Record Date: 01/25/2023 **Meeting Type:** Special **Meeting ID:** 1714375

Primary Security ID: 449253103 **Primary CUSIP:** 449253103 **Primary ISIN:** US4492531037 **Primary SEDOL:** BJF8Q81

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

Votable Shares: 942 ***Shares on Loan:** 0 **Shares Instructed:** 942 **Shares Voted:** 942

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: Shareholders who believe the worst-case scenario for IAA is not much below the present share price and prefer the potential rewards of cost control, market share gains, and closing the valuation gap to IAA's closest competitor, would be justified in voting against the merger. However, the merger consideration offers a premium, the deal values IAA at a premium to its unaffected EBITDA multiple, and there does not appear to be an actionable, preferable, strategic alternative, such that cautionary support FOR the merger is warranted.						
2	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, and no excise tax gross-ups are payable. In addition, equity awards will only vest upon a qualifying termination of employment.						
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants cautionary support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/06/2023	Auto-Approved 03/06/2023		942	942
				Total Shares:		**942**	**942**

Agilent Technologies, Inc.

Meeting Date: 03/15/2023 **Country:** USA **Ticker:** A **Proxy Level:** 3

Record Date: 01/24/2023 **Meeting Type:** Annual **Meeting ID:** 1713006

Primary Security ID: 00846U101 **Primary CUSIP:** 00846U101 **Primary ISIN:** US00846U1016 **Primary SEDOL:** 2520153

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

Votable Shares: 266 ***Shares on Loan:** 0 **Shares Instructed:** 266 **Shares Voted:** 266

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Heidi K. Kunz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Susan H. Rataj	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Agilent Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director George A. Scangos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Dow R. Wilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. A majority of incentives are tied to pre-set objective measures and pay outcomes are aligned with short- and long-term performance.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
4	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. As the company does not currently provide shareholders with the ability to call special meetings, this would represent an enhancement to shareholders' rights.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/01/2023	Auto-Approved 03/01/2023		266	266
					Total Shares:	**266**	**266**

Arrowhead Pharmaceuticals, Inc.

Meeting Date: 03/16/2023 **Country:** USA **Ticker:** ARWR **Proxy Level:** 3

Record Date: 01/20/2023 **Meeting Type:** Annual **Meeting ID:** 1712265

Primary Security ID: 04280A100 **Primary CUSIP:** 04280A100 **Primary ISIN:** US04280A1007 **Primary SEDOL:** BYQBFJ8

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

Votable Shares: 1,508 ***Shares on Loan:** 0 **Shares Instructed:** 1,508 **Shares Voted:** 1,508

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglass Given	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Michael S. Perry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Arrowhead Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Christopher Anzalone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Marianne De Backer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Mauro Ferrari	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Adeoye Olukotun	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director William Waddill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Victoria Vakiener	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 compensation committee demonstrated sufficient responsiveness to shareholder concerns following last year's failed say-on-pay proposal. In addition, pay and performance are reasonably aligned at this time.						
3	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because the size of the proposed increase in authorized shares of common stock is reasonable.						
4	Ratify Rose, Snyder & Jacobs LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 03/01/2023	Auto-Approved 03/01/2023		1,508	1,508
					Total Shares:	**1,508**	**1,508**

Keysight Technologies, Inc.

Meeting Date: 03/16/2023 **Country:** USA **Ticker:** KEYS **Proxy Level:** 3

Record Date: 01/17/2023 **Meeting Type:** Annual **Meeting ID:** 1711271

Primary Security ID: 49338L103 **Primary CUSIP:** 49338L103 **Primary ISIN:** US49338L1035 **Primary SEDOL:** BQZJ0Q9

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

Keysight Technologies, Inc.

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

Votable Shares: 300 ***Shares on Loan:** 0 **Shares Instructed:** 300 **Shares Voted:** 300

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Satish C. Dhanasekaran	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Richard P. Hamada	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Paul A. Lacouture	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Kevin A. Stephens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual and long-term incentives are primarily performance-based, and equity awards rely on multi-year performance periods.						
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/16/2023	Auto-Approved 02/16/2023		300	300
					Total Shares:	**300**	**300**

Leslie's, Inc.

Meeting Date: 03/16/2023 **Country:** USA **Ticker:** LESL **Proxy Level:** 3

Record Date: 01/17/2023 **Meeting Type:** Annual **Meeting ID:** 1711988

Primary Security ID: 527064109 **Primary CUSIP:** 527064109 **Primary ISIN:** US5270641096 **Primary SEDOL:** BNG3RZ7

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

Votable Shares: 664 ***Shares on Loan:** 0 **Shares Instructed:** 664 **Shares Voted:** 664

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James Ray, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold

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Leslie's, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: WITHHOLD votes are warranted for governance committee chair James Ray Jr. for failing to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director John Strain	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/23/2023	Auto-Approved 02/23/2023		664	664
					Total Shares:	**664**	**664**

TD SYNNEX Corporation

Meeting Date: 03/21/2023 **Country:** USA **Ticker:** SNX **Proxy Level:** 3

Record Date: 01/23/2023 **Meeting Type:** Annual **Meeting ID:** 1713418

Primary Security ID: 87162W100 **Primary CUSIP:** 87162W100 **Primary ISIN:** US87162W1009 **Primary SEDOL:** 2002554

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

Votable Shares: 163 ***Shares on Loan:** 0 **Shares Instructed:** 163 **Shares Voted:** 163

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dennis Polk	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Robert Kalsow-Ramos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Ann Vezina	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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TD SYNNEX Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Richard Hume	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Fred Breidenbach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Hau Lee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Matthew Miau	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Nayaki Nayyar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Matthew Nord	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Merline Saintil	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Duane E. Zitzner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.47 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/01/2023	Auto-Approved 03/01/2023		163	163
					Total Shares:	**163**	**163**

Concentrix Corporation

Meeting Date: 03/23/2023 **Country:** USA **Ticker:** CNXC **Proxy Level:** 3

Record Date: 01/25/2023 **Meeting Type:** Annual **Meeting ID:** 1714123

Primary Security ID: 20602D101 **Primary CUSIP:** 20602D101 **Primary ISIN:** US20602D1019 **Primary SEDOL:** BNKVVY4

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

Concentrix Corporation

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

Votable Shares: 130 ***Shares on Loan:** 0 **Shares Instructed:** 130 **Shares Voted:** 130

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chris Caldwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Teh-Chien Chou	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director LaVerne H. Council	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Jennifer Deason	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Kathryn Hayley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kathryn Marinello	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Dennis Polk	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Ann Vezina	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.94 percent of the fees paid to the auditor are for non-audit purposes.						
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/01/2023	Auto-Approved 03/01/2023		130	130
					Total Shares:	**130**	**130**

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Starbucks Corporation

Meeting Date: 03/23/2023	**Country:** USA	**Ticker:** SBUX	**Proxy Level:** 5
Record Date: 01/13/2023	**Meeting Type:** Annual	**Meeting ID:** 1712056	
Primary Security ID: 855244109	**Primary CUSIP:** 855244109	**Primary ISIN:** US8552441094	**Primary SEDOL:** 2842255
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 982	***Shares on Loan:** 0	**Shares Instructed:** 982	**Shares Voted:** 982

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Andrew Campion	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Beth Ford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Mellody Hobson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Satya Nadella	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Laxman Narasimhan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Howard Schultz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Pay and performance appear relatively aligned for the year in review. The interim CEO received little regular compensation. The company made improvements to its disclosure of non-financial goals in the STI, while a majority of the LTI is based on performance-conditioned equity.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Report on Plant-Based Milk Pricing	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company provides sufficient disclosure for shareholders to evaluate any risks associated with its offering of plant-based milks.						

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Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Adopt Policy on Succession Planning	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from a more clear and transparent process on succession planning.						
7	Report on Operations in Communist China	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to provide shareholders with sufficient disclosure to understand to what extent corporate operations depend on China.						
8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. A third-party assessment would help shareholders better evaluate various allegations related to freedom of association and collective bargaining and the company s management of any associated risks.						
9	Establish Committee on Corporate Sustainability	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company's existing board framework appears adequate to allow for robust oversight of issues related to corporate sustainability issues and, absent clear performance concerns, the board is generally given latitude to determine its committee structure.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/02/2023	Auto-Approved 03/02/2023		982	982
					Total Shares:	**982**	**982**

Credicorp Ltd.

Meeting Date: 03/27/2023 **Country:** Bermuda **Ticker:** BAP **Proxy Level:** N/A

Record Date: 02/10/2023 **Meeting Type:** Annual **Meeting ID:** 1711976

Primary Security ID: G2519Y108 **Primary CUSIP:** G2519Y108 **Primary ISIN:** BMG2519Y1084 **Primary SEDOL:** 2232878

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

Votable Shares: 40 ***Shares on Loan:** 0 **Shares Instructed:** 40 **Shares Voted:** 40

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Present Board Chairman Report of the Annual and Sustainability Report	Mgmt	No				
2	Present Audited Consolidated Financial Statements of Credicorp and its Subsidiaries for FY 2022, Including External Auditors' Report	Mgmt	No				

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Credicorp Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3.a1	Elect Antonio Abruna Puyol as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this nominee is warranted because:- The company has disclosed the names of the director nominees; and- The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.						
3.a2	Elect Nuria Alino Perez as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this nominee is warranted because:- The company has disclosed the names of the director nominees; and- The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.						
3.a3	Elect Maria Teresa Aranzabal Harreguy as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this nominee is warranted because:- The company has disclosed the names of the director nominees; and- The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.						
3.a4	Elect Alexandre Gouvea as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this nominee is warranted because:- The company has disclosed the names of the director nominees; and- The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.						
3.a5	Elect Patricia Lizarraga Guthertz as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this nominee is warranted because:- The company has disclosed the names of the director nominees; and- The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.						
3.a6	Elect Raimundo Morales Dasso as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this nominee is warranted because:- The company has disclosed the names of the director nominees; and- The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.						
3.a7	Elect Leslie Pierce Diez-Canseco as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this nominee is warranted because:- The company has disclosed the names of the director nominees; and- The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.						
3.a8	Elect Luis Romero Belismelis as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this nominee is warranted because:- The company has disclosed the names of the director nominees; and- The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.						
3.a9	Elect Pedro Rubio Feijoo as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this nominee is warranted because:- The company has disclosed the names of the director nominees; and- The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.						
3.b1	Approve Remuneration of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because:- The company has disclosed its remuneration proposal; and- There are no known concerns over aggregate compensation levels.						

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Credicorp Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Approve Tanaka, Valdivia & Asociados, Member Firm of Ernst & Young, as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/15/2023	Auto-Approved 03/15/2023		40	40
					Total Shares:	**40**	**40**

Duck Creek Technologies, Inc.

Meeting Date: 03/28/2023 **Country:** USA **Ticker:** DCT **Proxy Level:** 5

Record Date: 02/09/2023 **Meeting Type:** Special **Meeting ID:** 1720809

Primary Security ID: 264120106 **Primary CUSIP:** 264120106 **Primary ISIN:** US2641201064 **Primary SEDOL:** BMFLXR9

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

Votable Shares: 522 ***Shares on Loan:** 0 **Shares Instructed:** 522 **Shares Voted:** 522

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: In light of the premium to the unaffected price, the cash form of consideration, which provides liquidity and certainty of value, and the downside risk of non-approval, a vote FOR the merger transaction is warranted.						
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted. Although unvested equity awards are subject to single-trigger vesting, cash severance is double trigger, reasonably based, and no excise tax gross-ups are payable.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/13/2023	Auto-Approved 03/13/2023		522	522
					Total Shares:	**522**	**522**

Ciena Corporation

Meeting Date: 03/30/2023 **Country:** USA **Ticker:** CIEN **Proxy Level:** 3

Record Date: 01/30/2023 **Meeting Type:** Annual **Meeting ID:** 1715741

Primary Security ID: 171779309 **Primary CUSIP:** 171779309 **Primary ISIN:** US1717793095 **Primary SEDOL:** B1FLZ21

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Ciena Corporation

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

Votable Shares: 476 ***Shares on Loan:** 0 **Shares Instructed:** 476 **Shares Voted:** 476

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joanne B. Olsen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Gary B. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 11.30 percent of the fees paid to the auditor are for non-audit purposes.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/14/2023	Auto-Approved 03/14/2023		476	476
					Total Shares:	**476**	**476**

Broadcom Inc.

Meeting Date: 04/03/2023 **Country:** USA **Ticker:** AVGO **Proxy Level:** 3

Record Date: 02/06/2023 **Meeting Type:** Annual **Meeting ID:** 1716200

Primary Security ID: 11135F101 **Primary CUSIP:** 11135F101 **Primary ISIN:** US11135F1012 **Primary SEDOL:** BDZ78H9

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

Votable Shares: 40 ***Shares on Loan:** 0 **Shares Instructed:** 40 **Shares Voted:** 40

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Gayla J. Delly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Raul J. Fernandez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Broadcom Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Eddy W. Hartenstein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Check Kian Low	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Justine F. Page	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Henry Samueli	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Hock E. Tan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Harry L. You	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.28 percent of the fees paid to the auditor are for non-audit purposes.						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 cost is excessive; - The three-year average burn rate is excessive; - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST the proposal is warranted. While positive features are noted, including an annual incentive plan with clearly disclosed financial goals and entirely performance-based equity, certain negative factors raised significant concern. The annual bonus has the potential for a significant amount of committee discretion, and in FY22 the CEO's individual performance modifier increased the payout from 150 percent of target to 225 percent. In addition, the annual performance equity award targets merely median performance and the board also provided the CEO with an additional special award in FY22. Though smaller in value than the annual award, the performance period was just one year and specific goals were not disclosed. Investors may also note the CEO received another sizable special equity grant after the end of the fiscal year.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		40	40
			03/10/2023	03/10/2023			
					Total Shares:	**40**	**40**

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The Walt Disney Company

Meeting Date: 04/03/2023	**Country:** USA	**Ticker:** DIS	**Proxy Level:** 3
Record Date: 02/08/2023	**Meeting Type:** Annual	**Meeting ID:** 1713426	
Primary Security ID: 254687106	**Primary CUSIP:** 254687106	**Primary ISIN:** US2546871060	**Primary SEDOL:** 2270726
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 3,065	***Shares on Loan:** 0	**Shares Instructed:** 3,065	**Shares Voted:** 3,065

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Safra A. Catz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Amy L. Chang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Francis A. deSouza	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Carolyn N. Everson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Michael B.G. Froman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Robert A. Iger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Calvin R. McDonald	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Mark G. Parker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Derica W. Rice	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.43 percent of the fees paid to the auditor are for non-audit purposes.						

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The Walt Disney 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
	Voting Policy Rationale: A vote FOR the proposal is warranted. For the year in review, pay and performance were reasonably aligned, with Bob Chapek's pay levels declining during his final year as CEO. The reduction in total pay was primarily due to the committee's decision to provide Chapek with a below-target STI payout. Although some concerns are raised regarding a portion of the long-term incentive that was based on annually set goals, these concerns were sufficiently mitigated for the year in review, as the company will transition to a three-year measurement period for the ROIC metric (two years for incoming CEO Iger) in FY23. In addition, the company increased the performance-based portion of the long-term incentive for other NEOs, and a majority of the STI and LTI is comprised of clearly disclosed financial targets. Further, performance-based awards will make up 60 percent of Bob Iger's LTI awards in FY23. While Disney underwent significant leadership changes, including the return of Bob Iger as CEO, shareholders should continue to monitor executive pay decisions as the board continues to search for Iger's long-term successor by 2024.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Report on Risks Related to Operations in China	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: see screen note						
6	Report on Charitable Contributions	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.						
7	Report on Political Expenditures	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company s congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		3,065	3,065
			03/13/2023	03/13/2023			
					Total Shares:	**3,065**	**3,065**

Hewlett Packard Enterprise Company

Meeting Date: 04/05/2023 **Country:** USA **Ticker:** HPE **Proxy Level:** 3

Record Date: 02/06/2023 **Meeting Type:** Annual **Meeting ID:** 1715476

Primary Security ID: 42824C109 **Primary CUSIP:** 42824C109 **Primary ISIN:** US42824C1099 **Primary SEDOL:** BYVYWS0

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

Votable Shares: 10,562 ***Shares on Loan:** 0 **Shares Instructed:** 10,562 **Shares Voted:** 10,562

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel Ammann	Mgmt	Yes	For	For	For	For

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Hewlett Packard Enterprise Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Pamela L. Carter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Frank A. D'Amelio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Regina E. Dugan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Jean M. Hobby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Raymond J. Lane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Ann M. Livermore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Antonio F. Neri	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Charles H. Noski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Raymond E. Ozzie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Gary M. Reiner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.90 percent of the fees paid to the auditor are for non-audit purposes.						
3	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.						
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 were reasonably aligned for the year under consideration. Annual incentives were based on pre-set objective measures. Furthermore, equity awards were half performance-conditioned and determined with financial metrics over multi-year periods.						
5	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional public reporting on the company's direct and indirect lobbying practices, policies, and expenditures would benefit shareholders in assessing its management of related risks.						

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Hewlett Packard Enterprise Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		10,562	10,562
			03/14/2023	03/14/2023			
					Total Shares:	**10,562**	**10,562**

Royal Bank of Canada

Meeting Date: 04/05/2023 **Country:** Canada **Ticker:** RY **Proxy Level:** 3

Record Date: 02/07/2023 **Meeting Type:** Annual/Special **Meeting ID:** 1709515

Primary Security ID: 780087102 **Primary CUSIP:** 780087102 **Primary ISIN:** CA7800871021 **Primary SEDOL:** 2754383

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

Votable Shares: 100 ***Shares on Loan:** 0 **Shares Instructed:** 100 **Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mirko Bibic	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.2	Elect Director Andrew A. Chisholm	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.3	Elect Director Jacynthe Cote	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.4	Elect Director Toos N. Daruvala	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.5	Elect Director Cynthia Devine	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.6	Elect Director Roberta L. Jamieson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.7	Elect Director David McKay	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.8	Elect Director Maryann Turcke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.9	Elect Director Thierry Vandal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.10	Elect Director Bridget A. van Kralingen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.11	Elect Director Frank Vettese	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						

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Royal Bank of Canada

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Jeffery Yabuki	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
4	Amend Stock Option Plan	Mgmt	Yes	For	For	For	For
5	Increase Maximum Aggregate Consideration Limit of First Preferred Shares	Mgmt	Yes	For	For	For	For
	Shareholder Proposals	Mgmt	No				
A	SP 1: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted, as it should serve to enhance the company's current commitments to net zero activities and help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks. Moreover, shareholders would benefit from a stronger alignment between the company's stated goals and its actions regarding corporate responsibility.						
B	SP 2: Revise the Bank's Human Rights Position Statement	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted due to the following reasons:- Adoption of the proposal should serve to further strengthen the bank's commitment to universal human rights, as well as augment its existing human rights-related oversight mechanisms; and- The proposal should enhance and complement the company's human rights strategy on its financing activities that may have potential impacts on human and indigenous rights.						
C	SP 3: Publish a Third-Party Racial Equity Audit	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as it would strengthen the bank's commitment towards addressing diversity, equity, and inclusion efforts in its business operations and across the venture capital industry. In addition, it would allow shareholders to better assess the effectiveness of the bank's diversity initiatives and its management of related risks.						
D	SP 4: Report on 2030 Absolute Greenhouse Gas Reduction Goals	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as adoption of interim absolute GHG emissions reduction goals and reporting on plans to achieve such goals would better inform shareholders to the specific policies, practices, or systems the company may implement to manage its GHG emissions. Creating and reporting absolute goals would also allow shareholders to better evaluate the company's related emissions performance and the effectiveness of any mitigation measures the company may implement to manage these activities.						
E	SP 5: Adopt a Policy for a Time-Bound Phaseout of the Bank's Lending and Underwriting for Projects and Companies Engaging in Fossil Fuel Exploration	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because it would help shareholders better evaluate the company's management of climate risks from its lending and underwriting activities. Additionally, shareholders would benefit from a stronger alignment between the company's stated goals, its fossil fuel policy, and its actions regarding corporate responsibility.						

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Royal Bank of Canada

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
F	SP 6: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted for the following reasons:- Enhanced disclosures of pay disparities between the executive 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 the CEO 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.						
G	SP 7: Advisory Vote on Environmental Policies	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.						
H	SP 8: Report on Loans Made by the Bank in Support of the Circular Economy	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional information regarding the company's sustainability commitments and management of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/24/2023	Auto-Approved 03/24/2023		100	100
					Total Shares:	**100**	**100**

Schlumberger N.V.

Meeting Date: 04/05/2023 **Country:** Curacao **Ticker:** SLB **Proxy Level:** N/A

Record Date: 02/08/2023 **Meeting Type:** Annual **Meeting ID:** 1718155

Primary Security ID: 806857108 **Primary CUSIP:** 806857108 **Primary ISIN:** AN8068571086 **Primary SEDOL:** 2779201

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 2,871 ***Shares on Loan:** 0 **Shares Instructed:** 2,871 **Shares Voted:** 2,871

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Coleman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Patrick de La Chevardiere	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Miguel Galuccio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Olivier Le Peuch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Schlumberger N.V.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Samuel Leupold	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Tatiana Mitrova	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Maria Moraeus Hanssen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Vanitha Narayanan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Mark Papa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Jeff Sheets	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Ulrich Spiesshofer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted as pay and performance were reasonably aligned for the year in review.						
4	Adopt and Approve Financials and Dividends	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: In the absence of any concerns over the company's financial statements, a vote FOR this proposal is warranted.						
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 18.08 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/14/2023	Auto-Approved 03/14/2023		2,381	2,381
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/14/2023	Auto-Approved 03/14/2023		490	490
					Total Shares:	**2,871**	**2,871**

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The Goodyear Tire & Rubber Company

Meeting Date: 04/10/2023	**Country:** USA	**Ticker:** GT	**Proxy Level:** 3
Record Date: 02/14/2023	**Meeting Type:** Annual	**Meeting ID:** 1727796	
Primary Security ID: 382550101	**Primary CUSIP:** 382550101	**Primary ISIN:** US3825501014	**Primary SEDOL:** 2378200
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 155	***Shares on Loan:** 0	**Shares Instructed:** 155	**Shares Voted:** 155

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Norma B. Clayton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director James A. Firestone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Werner Geissler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Laurette T. Koellner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Richard J. Kramer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Karla R. Lewis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Prashanth Mahendra-Rajah	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director John E. McGlade	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Roderick A. Palmore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Hera K. Siu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Michael R. Wessel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Thomas L. Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers. Additionally, concerns are raised given that performance awards will continue to utilize one-year performance periods and equity award vesting is relatively short for retirement-eligible officers.						

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The Goodyear Tire & Rubber Company

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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.76 percent of the fees paid to the auditor are for non-audit purposes.						
5	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would improve shareholder rights.						
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this item is warranted. The company maintains a policy which limits cash severance to a reasonable basis, absent shareholder approval, and no significant concerns are identified with respect to the company's severance arrangements or broad-based equity award treatment.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/22/2023	Auto-Approved 03/22/2023		155	155
					Total Shares:	**155**	**155**

Lennar Corporation

Meeting Date: 04/12/2023 **Country:** USA **Ticker:** LEN **Proxy Level:** 3

Record Date: 02/15/2023 **Meeting Type:** Annual **Meeting ID:** 1721557

Primary Security ID: 526057104 **Primary CUSIP:** 526057104 **Primary ISIN:** US5260571048 **Primary SEDOL:** 2511920

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

Votable Shares: 663 ***Shares on Loan:** 0 **Shares Instructed:** 663 **Shares Voted:** 663

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy Banse	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Rick Beckwitt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Tig Gilliam	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Sherrill W. Hudson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Lennar Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Jonathan M. Jaffe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Sidney Lapidus	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Teri P. McClure	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Stuart Miller	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST Stuart Miller is warranted given he is the primary beneficiary of the problematic capital structure.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Armando Olivera	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Jeffrey Sonnenfeld	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. Meaningful improvements were made to address shareholders' concerns following last year's low say-on-pay vote, including a payout cap for the annual bonus, and an increased emphasis on the long-term program, by increasing the mix of performance-conditioned equity awards for NEOs in FY22. Additionally, the company improved the goal rigor of performance awards, by requiring outperformance for a target payout. Nevertheless, certain concerns remain regarding three highly paid executives that warrant continued monitoring. In particular, although overall compensation levels for the co-CEOs and executive chairman declined in FY22, total pay remains high, and well above peer median CEO pay, which can be costly for investors. This was primarily due to larger equity grants made to the co-CEOs and executive chairman when the committee increased the goal rigor and made more of the LTI grant in performance equity.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.28 percent of the fees paid to the auditor are for non-audit purposes.						
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted, as shareholders would benefit from a one-vote, one-share capital structure in which voting interests are better aligned with economic interests.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/20/2023	Auto-Approved 03/20/2023		663	663
					Total Shares:	**663**	**663**

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Lennar Corporation

The Bank of New York Mellon Corporation

Meeting Date: 04/12/2023	**Country:** USA	**Ticker:** BK	**Proxy Level:** 3
Record Date: 02/16/2023	**Meeting Type:** Annual	**Meeting ID:** 1721457	
Primary Security ID: 064058100	**Primary CUSIP:** 064058100	**Primary ISIN:** US0640581007	**Primary SEDOL:** B1Z77F6
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 2,238	***Shares on Loan:** 0	**Shares Instructed:** 2,238	**Shares Voted:** 2,238

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Z. Cook	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director M. Amy Gilliland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Jeffrey A. Goldstein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director K. Guru Gowrappan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Ralph Izzo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Sandra E. "Sandie" O'Connor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Frederick O. Terrell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Robin A. Vince	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Alfred W. "Al" Zollar	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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The Bank of New York Mellon 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, with caution. There is some concern surrounding the structure of a retention award to a transitioning executive, the considerable room for discretion in determining cash incentives, and the rigor of relative TSR PSUs. However, these issues have not resulted in a quantitative pay-for-performance misalignment. In addition, the incentive program uses a financial metric with a disclosed weighting and goals, and the use of discretion was judiciously applied. Further, the majority of equity awards are based on clearly disclosed, multi-year goals, and closing-cycle PSUs vested below target. Continued close monitoring on the program structure and pay decisions is warranted. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of the program.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.03 percent of the fees paid to the auditor are for non-audit purposes.						
5	Approve 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.						
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this item is warranted. The company maintains a policy which limits cash severance to a reasonable basis, absent shareholder approval. That policy provides adequate protections for shareholders as it pertains to potentially excessive severance payments. Lastly, no significant concerns are identified with respect to the company's severance arrangements or broad-based equity award treatment.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/20/2023	Auto-Approved 03/20/2023		2,238	2,238
					Total Shares:	**2,238**	**2,238**

Dow Inc.

Meeting Date: 04/13/2023 **Country:** USA **Ticker:** DOW **Proxy Level:** 3

Record Date: 02/15/2023 **Meeting Type:** Annual **Meeting ID:** 1723102

Primary Security ID: 260557103 **Primary CUSIP:** 260557103 **Primary ISIN:** US2605571031 **Primary SEDOL:** BHXCF84

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,118 ***Shares on Loan:** 0 **Shares Instructed:** 1,118 **Shares Voted:** 1,118

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Dow Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Gaurdie E. Banister, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Wesley G. Bush	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Richard K. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Jerri DeVard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Debra L. Dial	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Jeff M. Fettig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Jim Fitterling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Jacqueline C. Hinman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jacqueline (Jacque) Hinman, is also warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Luis Alberto Moreno	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Jill S. Wyant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Daniel W. Yohannes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. While some concerns remain regarding target setting, annual incentives are primarily determined by pre-set objective metrics, and long-term incentives are majority performance conditioned with multi-year performance periods.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.94 percent of the fees paid to the auditor are for non-audit purposes.						
4	Require Independent Board Chair	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.						

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Dow Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Commission Audited Report on Reduced Plastics Demand	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company s efforts to manage a possible reduction in the demand for virgin plastics and the associated financial repercussions would allow shareholders to better assess the company s related risk management and strategic planning.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/20/2023	Auto-Approved 03/20/2023		1,061	1,061
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/20/2023	Auto-Approved 03/20/2023		57	57
					Total Shares:	**1,118**	**1,118**

CNH Industrial NV

Meeting Date: 04/14/2023 **Country:** Netherlands **Ticker:** CNHI **Proxy Level:** N/A

Record Date: 03/17/2023 **Meeting Type:** Annual **Meeting ID:** 1712489

Primary Security ID: N20944109 **Primary CUSIP:** N20944109 **Primary ISIN:** NL0010545661 **Primary SEDOL:** BDX85Z1

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

Votable Shares: 1,279 ***Shares on Loan:** 0 **Shares Instructed:** 1,279 **Shares Voted:** 1,279

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt	No				
1	Open Meeting	Mgmt	No				
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No				
2.b	Adopt Financial Statements	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.						
2.c	Approve Dividends of EUR 0.36 Per Share	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the dividend proposal is warranted in the absence of specific concerns regarding the dividend proposal.						
2.d	Approve Discharge of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.						
3.a	Approve Remuneration Report	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A qualified vote FOR is warranted as the proposed remuneration report is in in line with market practice, regarding actual content and disclosure.However, we continue to raise concern at the total quantum of pay for the CEO. Although in 2022 we do not recognize particular vesting value from equity plans, once PSU plans start to vest, the value of the CEO's pay package may be considered excessive, especially given the 3-year front loaded on-onboarding grant from 2021.						

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CNH Industrial NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3.b	Approve Plan to Grant Rights to Subscribe for Common Shares to Executive Directors under Equity Incentive Plans	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A qualified vote FOR this item is warranted because the terms of the proposed equity plan are not problematic. We however raise concerns concerning the lack of disclosure of the targets to be achieved for the RoIC and EPS under the LTI. We also raise concerns regarding the awards that amount to 25 percent of the plan and are not performance-related						
4.a	Reelect Suzanne Heywood as Executive Director	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote FOR these candidates (Scott Wine, Howard Buffet, Karen Linehan, Vagn Soerensen, Alessandro Nasi, Elisabeth Bastoni, Richard Kramer and Asa Tamsons) is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominee Suzanne Heywood is warranted as the nominee is considered to be overboarded.						
4.b	Reelect Scott W. Wine as Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these candidates (Scott Wine, Howard Buffet, Karen Linehan, Vagn Soerensen, Alessandro Nasi, Elisabeth Bastoni, Richard Kramer and Asa Tamsons) is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominee Suzanne Heywood is warranted as the nominee is considered to be overboarded.						
4.c	Reelect Howard W. Buffett as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these candidates (Scott Wine, Howard Buffet, Karen Linehan, Vagn Soerensen, Alessandro Nasi, Elisabeth Bastoni, Richard Kramer and Asa Tamsons) is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominee Suzanne Heywood is warranted as the nominee is considered to be overboarded.						
4.d	Reelect Karen Linehan as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these candidates (Scott Wine, Howard Buffet, Karen Linehan, Vagn Soerensen, Alessandro Nasi, Elisabeth Bastoni, Richard Kramer and Asa Tamsons) is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominee Suzanne Heywood is warranted as the nominee is considered to be overboarded.						
4.e	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these candidates (Scott Wine, Howard Buffet, Karen Linehan, Vagn Soerensen, Alessandro Nasi, Elisabeth Bastoni, Richard Kramer and Asa Tamsons) is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominee Suzanne Heywood is warranted as the nominee is considered to be overboarded.						
4.f	Reelect Vagn Sorensen as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these candidates (Scott Wine, Howard Buffet, Karen Linehan, Vagn Soerensen, Alessandro Nasi, Elisabeth Bastoni, Richard Kramer and Asa Tamsons) is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominee Suzanne Heywood is warranted as the nominee is considered to be overboarded.						

CNH Industrial NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4.g	Reelect Asa Tamsons as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these candidates (Scott Wine, Howard Buffet, Karen Linehan, Vagn Soerensen, Alessandro Nasi, Elisabeth Bastoni, Richard Kramer and Asa Tamsons) is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominee Suzanne Heywood is warranted as the nominee is considered to be overboarded.						
4.h	Elect Elizabeth Bastoni as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these candidates (Scott Wine, Howard Buffet, Karen Linehan, Vagn Soerensen, Alessandro Nasi, Elisabeth Bastoni, Richard Kramer and Asa Tamsons) is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominee Suzanne Heywood is warranted as the nominee is considered to be overboarded.						
4.i	Elect Richard J. Kramer as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these candidates (Scott Wine, Howard Buffet, Karen Linehan, Vagn Soerensen, Alessandro Nasi, Elisabeth Bastoni, Richard Kramer and Asa Tamsons) is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominee Suzanne Heywood is warranted as the nominee is considered to be overboarded.						
5.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR these proposals are warranted because it is in line with commonly used safeguards regarding volume and duration.						
5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR these proposals are warranted because it is in line with commonly used safeguards regarding volume and duration.						
5.c	Grant Board Authority to Issue Special Voting Shares Up to 10 Percent of Issued Capital	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this item is warranted because the existence and issuance of special voting shares is not in line with the one-share-one vote principle and have the potential to provide additional rights to some shareholders disproportionate to their capital commitment.						
5.d	Authorize Repurchase of Up to 10 Percent of Issued Capital	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because:- This proposal is in line with commonly used safeguards regarding volume and pricing;- The authorization would allow CNH Industrial to repurchase up to 10.00 percent of the issued share capital; and- The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.						
6	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.						
7	Close Meeting	Mgmt	No				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/23/2023	Auto-Approved 03/23/2023		1,279	1,279

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CNH Industrial NV

Total Shares:	1,279	1,279

Bank of Montreal

Meeting Date: 04/18/2023	**Country:** Canada	**Ticker:** BMO	**Proxy Level:** 3
Record Date: 02/17/2023	**Meeting Type:** Annual	**Meeting ID:** 1708902	
Primary Security ID: 063671101	**Primary CUSIP:** 063671101	**Primary ISIN:** CA0636711016	**Primary SEDOL:** 2076009
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 100	***Shares on Loan:** 0	**Shares Instructed:** 100	**Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janice M. Babiak	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Janice (Jan) Babiak, Sophie Brochu, Craig Broderick, Christine Edwards and Lorraine Mitchelmore for lack of diversity on the board. Vote FOR the remaining director nominees at this time.						
1.2	Elect Director Sophie Brochu	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Janice (Jan) Babiak, Sophie Brochu, Craig Broderick, Christine Edwards and Lorraine Mitchelmore for lack of diversity on the board. Vote FOR the remaining director nominees at this time.						
1.3	Elect Director Craig W. Broderick	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Janice (Jan) Babiak, Sophie Brochu, Craig Broderick, Christine Edwards and Lorraine Mitchelmore for lack of diversity on the board. Vote FOR the remaining director nominees at this time.						
1.4	Elect Director George A. Cope	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Janice (Jan) Babiak, Sophie Brochu, Craig Broderick, Christine Edwards and Lorraine Mitchelmore for lack of diversity on the board. Vote FOR the remaining director nominees at this time.						
1.5	Elect Director Stephen Dent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Janice (Jan) Babiak, Sophie Brochu, Craig Broderick, Christine Edwards and Lorraine Mitchelmore for lack of diversity on the board. Vote FOR the remaining director nominees at this time.						
1.6	Elect Director Christine A. Edwards	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Janice (Jan) Babiak, Sophie Brochu, Craig Broderick, Christine Edwards and Lorraine Mitchelmore for lack of diversity on the board. Vote FOR the remaining director nominees at this time.						
1.7	Elect Director Martin S. Eichenbaum	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Janice (Jan) Babiak, Sophie Brochu, Craig Broderick, Christine Edwards and Lorraine Mitchelmore for lack of diversity on the board. Vote FOR the remaining director nominees at this time.						
1.8	Elect Director David E. Harquail	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Janice (Jan) Babiak, Sophie Brochu, Craig Broderick, Christine Edwards and Lorraine Mitchelmore for lack of diversity on the board. Vote FOR the remaining director nominees at this time.						

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Bank of Montreal

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Linda S. Huber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Janice (Jan) Babiak, Sophie Brochu, Craig Broderick, Christine Edwards and Lorraine Mitchelmore for lack of diversity on the board. Vote FOR the remaining director nominees at this time.						
1.10	Elect Director Eric R. La Fleche	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Janice (Jan) Babiak, Sophie Brochu, Craig Broderick, Christine Edwards and Lorraine Mitchelmore for lack of diversity on the board. Vote FOR the remaining director nominees at this time.						
1.11	Elect Director Lorraine Mitchelmore	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Janice (Jan) Babiak, Sophie Brochu, Craig Broderick, Christine Edwards and Lorraine Mitchelmore for lack of diversity on the board. Vote FOR the remaining director nominees at this time.						
1.12	Elect Director Madhu Ranganathan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Janice (Jan) Babiak, Sophie Brochu, Craig Broderick, Christine Edwards and Lorraine Mitchelmore for lack of diversity on the board. Vote FOR the remaining director nominees at this time.						
1.13	Elect Director Darryl White	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Janice (Jan) Babiak, Sophie Brochu, Craig Broderick, Christine Edwards and Lorraine Mitchelmore for lack of diversity on the board. Vote FOR the remaining director nominees at this time.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
	Shareholder Proposals	Mgmt	No				
A	SP 1: Advisory Vote on Environmental Policies	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.						
B	SP 2: Continue to Invest in and Finance the Canadian Oil and Gas Sector	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this shareholder proposal is warranted considering:- The company's Net-Zero ambition appears to be reasonably aligned with global and Canadian climate initiatives and the bank has undertaken efforts to support oil and gas clients in low carbon transition; and- The proponent's request may hinder the company's ability to meet its Net-Zero goals.						
C	SP 3: Publish a Third-Party Racial Equity Audit	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as it would strengthen the company's commitment towards addressing diversity, equity, and inclusion efforts in its business operations and ventures. In addition, it would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/28/2023	Auto-Approved 03/28/2023		100	100
					Total Shares:	**100**	**100**

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Bank of Montreal

Fifth Third Bancorp

Meeting Date: 04/18/2023	**Country:** USA	**Ticker:** FITB	**Proxy Level:** 3
Record Date: 02/24/2023	**Meeting Type:** Annual	**Meeting ID:** 1723874	
Primary Security ID: 316773100	**Primary CUSIP:** 316773100	**Primary ISIN:** US3167731005	**Primary SEDOL:** 2336747
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 421	***Shares on Loan:** 0	**Shares Instructed:** 421	**Shares Voted:** 421

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicholas K. Akins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director B. Evan Bayh, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Jorge L. Benitez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Katherine B. Blackburn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Emerson L. Brumback	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Linda W. Clement-Holmes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director C. Bryan Daniels	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Mitchell S. Feiger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Thomas H. Harvey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Gary R. Heminger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Eileen A. Mallesch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Michael B. McCallister	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Fifth Third Bancorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Timothy N. Spence	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director Marsha C. Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.82 percent of the fees paid to the auditor are for non-audit purposes.						
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 company performance remain reasonably aligned at this time. Additionally, pay outcomes under both the STI and LTI are commensurate with company performance; however, continued monitoring of the pay program is warranted given that concerns remain regarding the structure of both programs.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/28/2023	Auto-Approved 03/28/2023		421	421
					Total Shares:	**421**	**421**

M&T Bank Corporation

Meeting Date: 04/18/2023 **Country:** USA **Ticker:** MTB **Proxy Level:** 3
Record Date: 02/23/2023 **Meeting Type:** Annual **Meeting ID:** 1724472
Primary Security ID: 55261F104 **Primary CUSIP:** 55261F104 **Primary ISIN:** US55261F1049 **Primary SEDOL:** 2340168
Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 336 ***Shares on Loan:** 0 **Shares Instructed:** 336 **Shares Voted:** 336

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John P. Barnes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Robert T. Brady	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Carlton J. Charles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Jane Chwick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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M&T Bank Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director William F. Cruger, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director T. Jefferson Cunningham, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Gary N. Geisel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Leslie V. Godridge	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Rene F. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Richard H. Ledgett, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Melinda R. Rich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Robert E. Sadler, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.13	Elect Director Denis J. Salamone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.14	Elect Director John R. Scannell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.15	Elect Director Rudina Seseri	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.16	Elect Director Kirk W. Walters	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.17	Elect Director Herbert L. Washington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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, with caution. There is some concern regarding the discretionary nature of the incentive determination process, and the lack of key disclosures. Additionally, the committee lowered the weighting of multi-year performance equity under the LTI program and certain LTI goals are not disclosed. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review. Additionally, most of the metrics assessed for determining incentives were consistent and the largest component of CEO pay consists of performance-conditioned equity. Continued close monitoring of the incentive program structure is warranted. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure and disclosure.						

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

M&T Bank Corporation

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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.48 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/31/2023	Auto-Approved 03/31/2023		336	336
					Total Shares:	**336**	**336**

Moody's Corporation

Meeting Date: 04/18/2023 **Country:** USA **Ticker:** MCO **Proxy Level:** 3

Record Date: 02/21/2023 **Meeting Type:** Annual **Meeting ID:** 1725275

Primary Security ID: 615369105 **Primary CUSIP:** 615369105 **Primary ISIN:** US6153691059 **Primary SEDOL:** 2252058

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

Votable Shares: 528 ***Shares on Loan:** 0 **Shares Instructed:** 528 **Shares Voted:** 528

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jorge A. Bermudez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Therese Esperdy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Robert Fauber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Vincent A. Forlenza	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Kathryn M. Hill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Lloyd W. Howell, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Moody's Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Jose M. Minaya	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Leslie F. Seidman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Zig Serafin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Bruce Van Saun	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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 at this time. The annual incentives are primarily performance-based, while the long-term incentives are majority based on multi-year performance.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		528	528
			03/24/2023	03/24/2023			
					Total Shares:	**528**	**528**

Pinnacle Financial Partners, Inc.

Meeting Date: 04/18/2023 **Country:** USA **Ticker:** PNFP **Proxy Level:** 3

Record Date: 02/27/2023 **Meeting Type:** Annual **Meeting ID:** 1726286

Primary Security ID: 72346Q104 **Primary CUSIP:** 72346Q104 **Primary ISIN:** US72346Q1040 **Primary SEDOL:** 2675097

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

Votable Shares: 1,455 ***Shares on Loan:** 0 **Shares Instructed:** 1,455 **Shares Voted:** 1,455

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Abney S. Boxley, III	Mgmt	Yes	For	For	Against	Against

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

Pinnacle Financial Partners, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: Less than 30% 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.						
1.2	Elect Director Charles E. Brock	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.3	Elect Director Renda J. Burkhart	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% 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.						
1.4	Elect Director Gregory L. Burns	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% 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.						
1.5	Elect Director Richard D. Callicutt, II	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.6	Elect Director Thomas C. Farnsworth, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% 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.						
1.7	Elect Director Joseph C. Galante	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.8	Elect Director Glenda Baskin Glover	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.9	Elect Director David B. Ingram	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.10	Elect Director Decosta E. Jenkins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% 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.						
1.11	Elect Director Robert A. McCabe, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.12	Elect Director G. Kennedy Thompson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.13	Elect Director M. Terry Turner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
2	Ratify Crowe LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 30.84 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						

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Pinnacle Financial Partners, 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	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; - The company maintains an auto-accelerated equity vesting change-in-control provision; and - The company provides excise tax-gross ups in existing agreements.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 03/23/2023	Auto-Approved 03/23/2023		1,455	1,455
					Total Shares:	**1,455**	**1,455**

Public Service Enterprise Group Incorporated

Meeting Date: 04/18/2023 **Country:** USA **Ticker:** PEG **Proxy Level:** 3

Record Date: 02/17/2023 **Meeting Type:** Annual **Meeting ID:** 1726366

Primary Security ID: 744573106 **Primary CUSIP:** 744573106 **Primary ISIN:** US7445731067 **Primary SEDOL:** 2707677

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

Votable Shares: 226 ***Shares on Loan:** 0 **Shares Instructed:** 226 **Shares Voted:** 226

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ralph A. LaRossa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Susan Tomasky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Willie A. Deese	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Jamie M. Gentoso	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Barry H. Ostrowsky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Valerie A. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Public Service Enterprise Group Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Scott G. Stephenson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Laura A. Sugg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director John P. Surma	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Alfred W. Zollar	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 were reasonably aligned for the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4a	Eliminate Supermajority Vote Requirements for Certain Business Combinations	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would improve shareholder rights.						
4b	Eliminate Supermajority Vote Requirements to Remove a Director Without Cause	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would improve shareholder rights.						
4c	Eliminate Supermajority Vote Requirement to Make Certain Amendments to By-Laws	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would improve shareholder rights.						
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.33 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/23/2023	Auto-Approved 03/23/2023		226	226
					Total Shares:	**226**	**226**

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U.S. Bancorp

Meeting Date: 04/18/2023	**Country:** USA	**Ticker:** USB	**Proxy Level:** 3
Record Date: 02/21/2023	**Meeting Type:** Annual	**Meeting ID:** 1724686	
Primary Security ID: 902973304	**Primary CUSIP:** 902973304	**Primary ISIN:** US9029733048	**Primary SEDOL:** 2736035
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 2,313	***Shares on Loan:** 0	**Shares Instructed:** 2,313	**Shares Voted:** 2,313

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warner L. Baxter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Dorothy J. Bridges	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Elizabeth L. Buse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Andrew Cecere	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Alan B. Colberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kimberly N. Ellison-Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kimberly J. Harris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Roland A. Hernandez	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Richard P. McKenney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Yusuf I. Mehdi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Loretta E. Reynolds	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director John P. Wiehoff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Scott W. Wine	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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U.S. Bancorp

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, with caution. There is some concern regarding the significant increase to the CEO's target STI opportunity, given sustained TSR underperformance, and the lack of complete disclosure of target goals and achieved results under the STI program. Additionally, the relative LTI metrics target the median, which is not considered particularly rigorous. While these issues warrant continued close monitoring, there are mitigating factors. Notably, pay and performance are reasonably aligned for the year in review. Additionally, STI funding is based on pre-set financial goals and the majority of equity awards vest based on multi-year performance. Lastly, three-year realizable pay is directionally aligned with TSR performance over the same period. Continued close monitoring of pay program disclosure and resulting payouts is warranted.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.00 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/28/2023	Auto-Approved 03/28/2023		2,313	2,313
					Total Shares:	**2,313**	**2,313**

Whirlpool Corporation

Meeting Date: 04/18/2023 **Country:** USA **Ticker:** WHR **Proxy Level:** 3

Record Date: 02/17/2023 **Meeting Type:** Annual **Meeting ID:** 1725320

Primary Security ID: 963320106 **Primary CUSIP:** 963320106 **Primary ISIN:** US9633201069 **Primary SEDOL:** 2960384

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

Votable Shares: 116 ***Shares on Loan:** 0 **Shares Instructed:** 116 **Shares Voted:** 116

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Marc R. Bitzer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Greg Creed	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Diane M. Dietz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Whirlpool Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Gerri T. Elliott	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jennifer A. LaClair	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director John D. Liu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director James M. Loree	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Harish Manwani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Patricia K. Poppe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Larry O. Spencer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Michael D. White	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 were reasonably aligned for the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.25 percent of the fees paid to the auditor are for non-audit purposes.						
5	Approve 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/28/2023	Auto-Approved 03/28/2023		116	116
					Total Shares:	**116**	**116**

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HCA Healthcare, Inc.

Meeting Date: 04/19/2023	**Country:** USA	**Ticker:** HCA	**Proxy Level:** 3
Record Date: 02/24/2023	**Meeting Type:** Annual	**Meeting ID:** 1727242	
Primary Security ID: 40412C101	**Primary CUSIP:** 40412C101	**Primary ISIN:** US40412C1018	**Primary SEDOL:** B4MGBG6
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 118	***Shares on Loan:** 0	**Shares Instructed:** 118	**Shares Voted:** 118

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas F. Frist, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Samuel N. Hazen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Meg G. Crofton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Robert J. Dennis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Nancy-Ann DeParle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director William R. Frist	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Hugh F. Johnston	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Michael W. Michelson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Wayne J. Riley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Andrea B. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 16.17 percent of the fees paid to the auditor are for non-audit purposes.						
3	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 is broad-based, provides for a reasonable discount, and has limits on employee contributions.						
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 for the year in review. Annual incentives were entirely determined by objective financial and quality measures, with clear disclosure of metrics, weightings, and achieved results. In addition, while the majority of the CEO's long-term incentive was time-vesting (based on ISS' valuation), PSUs are measured over a three-year period.						

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HCA Healthcare, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Report on Political Contributions and Expenditures	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's indirect political contributions through all trade associations and other tax-exempt organizations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.						
6	Amend Charter of Patient Safety and Quality of Care Committee	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. More explicitly including staffing levels into the Patient Safety and Quality of Care Committee's oversight responsibilities would benefit shareholders by possibly helping mitigate related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/28/2023	Auto-Approved 03/28/2023		118	118
					Total Shares:	**118**	**118**

Huntington Bancshares Incorporated

Meeting Date: 04/19/2023 **Country:** USA **Ticker:** HBAN **Proxy Level:** 3

Record Date: 02/15/2023 **Meeting Type:** Annual **Meeting ID:** 1726205

Primary Security ID: 446150104 **Primary CUSIP:** 446150104 **Primary ISIN:** US4461501045 **Primary SEDOL:** 2445966

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

Votable Shares: 2,493 ***Shares on Loan:** 0 **Shares Instructed:** 2,493 **Shares Voted:** 2,493

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alanna Y. Cotton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Ann B. (Tanny) Crane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Gina D. France	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director J. Michael Hochschwender	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Richard H. King	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Katherine M. A. (Allie) Kline	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Huntington Bancshares Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Richard W. Neu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Kenneth J. Phelan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director David L. Porteous	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Roger J. Sit	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Stephen D. Steinour	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Jeffrey L. Tate	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.13	Elect Director Gary Torgow	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual incentives are primarily determined by pre-set objective metrics, with clear disclosures. In addition, a majority of the CEO's long-term incentives were performance conditioned and measured over a multi-year period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.61 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/24/2023	Auto-Approved 03/24/2023		2,493	2,493
					Total Shares:	**2,493**	**2,493**

Lincoln Electric Holdings, Inc.

Meeting Date: 04/19/2023 **Country:** USA **Ticker:** LECO **Proxy Level:** 3
Record Date: 02/28/2023 **Meeting Type:** Annual **Meeting ID:** 1730357
Primary Security ID: 533900106 **Primary CUSIP:** 533900106 **Primary ISIN:** US5339001068 **Primary SEDOL:** 2516851

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

Lincoln Electric Holdings, Inc.

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

Votable Shares: 263 ***Shares on Loan:** 0 **Shares Instructed:** 263 **Shares Voted:** 263

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian D. Chambers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Curtis E. Espeland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Patrick P. Goris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Michael F. Hilton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Kathryn Jo Lincoln	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Christopher L. Mapes	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Phillip J. Mason	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Ben P. Patel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Hellene S. Runtagh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Kellye L. Walker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.94 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Approve 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.						

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Lincoln Electric Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For

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.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/23/2023	Auto-Approved 03/23/2023		263	263
					Total Shares:	**263**	**263**

Regions Financial Corporation

Meeting Date: 04/19/2023 **Country:** USA **Ticker:** RF **Proxy Level:** 3

Record Date: 02/21/2023 **Meeting Type:** Annual **Meeting ID:** 1723877

Primary Security ID: 7591EP100 **Primary CUSIP:** 7591EP100 **Primary ISIN:** US7591EP1005 **Primary SEDOL:** B01R311

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

Votable Shares: 8,249 ***Shares on Loan:** 0 **Shares Instructed:** 8,249 **Shares Voted:** 8,249

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Crosswhite	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Noopur Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Zhanna Golodryga	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director J. Thomas Hill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director John D. Johns	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Joia M. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Ruth Ann Marshall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Charles D. McCrary	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Regions Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director James T. Prokopanko	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Lee J. Styslinger, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Jose S. Suquet	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director John M. Turner, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Timothy Vines	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.59 percent of the fees paid to the auditor are for non-audit purposes.						
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 remain regarding the median performance targets underlying the long-term awards, the majority of pay is conditioned on objective financial performance metrics and CEO pay is reasonably aligned with company performance at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/16/2023	Auto-Approved 03/20/2023		8,249	8,249
					Total Shares:	**8,249**	**8,249**

Sonoco Products Company

Meeting Date: 04/19/2023 **Country:** USA **Ticker:** SON **Proxy Level:** 3

Record Date: 02/22/2023 **Meeting Type:** Annual **Meeting ID:** 1730394

Primary Security ID: 835495102 **Primary CUSIP:** 835495102 **Primary ISIN:** US8354951027 **Primary SEDOL:** 2821395

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

Votable Shares: 149 ***Shares on Loan:** 0 **Shares Instructed:** 149 **Shares Voted:** 149

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven L. Boyd	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Sonoco Products Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director R. Howard Coker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Pamela L. Davies	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Theresa J. Drew	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Philippe Guillemot	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director John R. Haley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Robert R. Hill, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Eleni Istavridis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Richard G. Kyle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Blythe J. McGarvie	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Thomas E. Whiddon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 20.76 percent of the fees paid to the auditor are for non-audit purposes.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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 the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.						

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Sonoco Products Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		149	149
			03/29/2023	03/29/2023			
					Total Shares:	**149**	**149**

Adobe Inc.

Meeting Date: 04/20/2023 **Country:** USA **Ticker:** ADBE **Proxy Level:** 3

Record Date: 02/21/2023 **Meeting Type:** Annual **Meeting ID:** 1723128

Primary Security ID: 00724F101 **Primary CUSIP:** 00724F101 **Primary ISIN:** US00724F1012 **Primary SEDOL:** 2008154

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

Votable Shares: 28 ***Shares on Loan:** 0 **Shares Instructed:** 28 **Shares Voted:** 28

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy Banse	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Brett Biggs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Melanie Boulden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Frank Calderoni	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Laura Desmond	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Shantanu Narayen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Spencer Neumann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Kathleen Oberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Dheeraj Pandey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director David Ricks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Daniel Rosensweig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Adobe Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director John Warnock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.58 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual incentives and long-term incentives are primarily performance-based. In addition, the relative TSR PSUs utilize a multi-year performance period and a payout cap for negative absolute results, while targeting above-median performance. However, concerns remain regarding the lack of disclosed specific annual incentive targets and weightings, as well as the addition of an annual performance period for certain equity awards.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because additional information could help shareholders better understand how the company is assessing and managing the progress of its various diversity and inclusion initiatives.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/30/2023	Auto-Approved 03/30/2023		28	28
					Total Shares:	**28**	**28**

AGNC Investment Corp.

Meeting Date: 04/20/2023 **Country:** USA **Ticker:** AGNC **Proxy Level:** 3

Record Date: 02/24/2023 **Meeting Type:** Annual **Meeting ID:** 1727231

Primary Security ID: 00123Q104 **Primary CUSIP:** 00123Q104 **Primary ISIN:** US00123Q1040 **Primary SEDOL:** BYYHJL8

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

Votable Shares: 802 ***Shares on Loan:** 0 **Shares Instructed:** 802 **Shares Voted:** 802

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donna J. Blank	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Morris A. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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AGNC Investment Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Peter J. Federico	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director John D. Fisk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Andrew A. Johnson, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Gary D. Kain	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Prue B. Larocca	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Paul E. Mullings	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Frances R. Spark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted. The STI program was largely based on pre-set financial metrics that appear to utilize rigorous goals. Though a concern is noted regarding strategic and operational goal disclosure, the annual bonus for the year in review paid out below target, which is largely in line with company performance. In addition, the LTI program is largely in performance-conditioned equity which utilizes a multi-year performance period. Also, forward-looking goals are disclosed and appear rigorous.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.69 percent of the fees paid to the auditor are for non-audit purposes.						
5a	Eliminate Supermajority Vote Requirement to Amend Certain Provisions of Certificate of Incorporation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.						
5b	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.						
5c	Eliminate Supermajority Vote Requirement to Remove Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.						

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AGNC Investment Corp.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		802	802
			03/29/2023	03/29/2023			
					Total Shares:	**802**	**802**

Carrier Global Corporation

Meeting Date: 04/20/2023 **Country:** USA **Ticker:** CARR **Proxy Level:** 3

Record Date: 02/28/2023 **Meeting Type:** Annual **Meeting ID:** 1724487

Primary Security ID: 14448C104 **Primary CUSIP:** 14448C104 **Primary ISIN:** US14448C1045 **Primary SEDOL:** BK4N0D7

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

Votable Shares: 378 ***Shares on Loan:** 0 **Shares Instructed:** 378 **Shares Voted:** 378

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director David L. Gitlin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director John J. Greisch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Charles M. Holley, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Michael M. McNamara	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Susan N. Story	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Michael A. Todman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Virginia M. Wilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Beth A. Wozniak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Carrier Global 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. Annual incentives were based on pre-set financial metrics and were earned at below target levels, aligned with performance. Additionally, equity awards were targeted to be half performance-conditioned with multi-year measurement periods.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 16.90 percent of the fees paid to the auditor are for non-audit purposes.						
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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/21/2023	Auto-Approved 03/21/2023		378	378
					Total Shares:	**378**	**378**

Celanese Corporation

Meeting Date: 04/20/2023 **Country:** USA **Ticker:** CE **Proxy Level:** 3

Record Date: 02/22/2023 **Meeting Type:** Annual **Meeting ID:** 1726035

Primary Security ID: 150870103 **Primary CUSIP:** 150870103 **Primary ISIN:** US1508701034 **Primary SEDOL:** B05MZT4

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

Votable Shares: 486 ***Shares on Loan:** 0 **Shares Instructed:** 486 **Shares Voted:** 486

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean S. Blackwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director William M. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Edward G. Galante	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Kathryn M. Hill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director David F. Hoffmeister	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Celanese Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Jay V. Ihlenfeld	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Deborah J. Kissire	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Michael Koenig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Kim K.W. Rucker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Lori J. Ryerkerk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 12.37 percent of the fees paid to the auditor are for non-audit purposes.						
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 CEO pay is reasonably aligned with company performance at this time. The CEO's pay is based on objective performance metrics and the majority of the company's equity awards are conditioned on long-term financial performance metrics, with PRSUs utilizing a three-year performance period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		486	486
			03/28/2023	03/28/2023			
					Total Shares:	**486**	**486**

Humana Inc.

Meeting Date: 04/20/2023 **Country:** USA **Ticker:** HUM **Proxy Level:** 3

Record Date: 02/28/2023 **Meeting Type:** Annual **Meeting ID:** 1725155

Primary Security ID: 444859102 **Primary CUSIP:** 444859102 **Primary ISIN:** US4448591028 **Primary SEDOL:** 2445063

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

Humana Inc.

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

Votable Shares: 82 ***Shares on Loan:** 0 **Shares Instructed:** 82 **Shares Voted:** 82

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Raquel C. Bono	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Bruce D. Broussard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Frank A. D'Amelio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director David T. Feinberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Wayne A. I. Frederick	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director John W. Garratt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kurt J. Hilzinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Karen W. Katz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Marcy S. Klevorn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director William J. McDonald	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Jorge S. Mesquita	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Brad D. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.67 percent of the fees paid to the auditor are for non-audit purposes.						
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. While shareholders could benefit from greater disclosure of certain targets, annual incentives and equity awards are largely tied to objective performance goals.						

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Humana 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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/28/2023	Auto-Approved 03/28/2023		82	82
					Total Shares:	**82**	**82**

Kimberly-Clark Corporation

Meeting Date: 04/20/2023 **Country:** USA **Ticker:** KMB **Proxy Level:** 3

Record Date: 02/21/2023 **Meeting Type:** Annual **Meeting ID:** 1719720

Primary Security ID: 494368103 **Primary CUSIP:** 494368103 **Primary ISIN:** US4943681035 **Primary SEDOL:** 2491839

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

Votable Shares: 384 ***Shares on Loan:** 0 **Shares Instructed:** 384 **Shares Voted:** 384

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sylvia M. Burwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director John W. Culver	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Michael D. Hsu	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Mae C. Jemison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director S. Todd Maclin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Deirdre A. Mahlan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Sherilyn S. McCoy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Christa S. Quarles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Kimberly-Clark Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Jaime A. Ramirez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Dunia A. Shive	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Mark T. Smucker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Michael D. White	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.18 percent of the fees paid to the auditor are for non-audit purposes.						
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, and incentive programs are largely tied to objective performance metrics.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/15/2023	Auto-Approved 03/21/2023		384	384
					Total Shares:	**384**	**384**

Lithia Motors, Inc.

Meeting Date: 04/20/2023 **Country:** USA **Ticker:** LAD **Proxy Level:** 3
Record Date: 02/28/2023 **Meeting Type:** Annual **Meeting ID:** 1725337
Primary Security ID: 536797103 **Primary CUSIP:** 536797103 **Primary ISIN:** US5367971034 **Primary SEDOL:** 2515030

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 75 ***Shares on Loan:** 0 **Shares Instructed:** 75 **Shares Voted:** 75

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sidney B. DeBoer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Susan O. Cain	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Lithia Motors, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Bryan B. DeBoer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director James E. Lentz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Shauna F. McIntyre	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Louis P. Miramontes	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kenneth E. Roberts	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director David J. Robino	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Stacy C. Loretz-Congdon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/17/2023	Auto-Approved 03/21/2023		75	75
					Total Shares:	**75**	**75**

Owens Corning

Meeting Date: 04/20/2023 **Country:** USA **Ticker:** OC **Proxy Level:** 3

Record Date: 02/21/2023 **Meeting Type:** Annual **Meeting ID:** 1726364

Primary Security ID: 690742101 **Primary CUSIP:** 690742101 **Primary ISIN:** US6907421019 **Primary SEDOL:** B1FW7Q2

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

Owens Corning

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

Votable Shares: 106 ***Shares on Loan:** 0 **Shares Instructed:** 106 **Shares Voted:** 106

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Chambers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Eduardo E. Cordeiro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Adrienne D. Elsner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Alfred E. Festa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Edward F. Lonergan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Maryann T. Mannen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Paul E. Martin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director W. Howard Morris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Suzanne P. Nimocks	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director John D. Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.79 percent of the fees paid to the auditor are for non-audit purposes.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Owens Corning

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Approve 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.						
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
7	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		106	106
			03/30/2023	03/30/2023			
					Total Shares:	**106**	**106**

PPG Industries, Inc.

Meeting Date: 04/20/2023 **Country:** USA **Ticker:** PPG **Proxy Level:** 3

Record Date: 02/17/2023 **Meeting Type:** Annual **Meeting ID:** 1726294

Primary Security ID: 693506107 **Primary CUSIP:** 693506107 **Primary ISIN:** US6935061076 **Primary SEDOL:** 2698470

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

Votable Shares: 465 ***Shares on Loan:** 0 **Shares Instructed:** 465 **Shares Voted:** 465

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen F. Angel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Hugh Grant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Timothy M. Knavish	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Guillermo Novo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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

PPG Industries, 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 at this time. Annual and long-term incentives are primarily performance-based and long-term awards utilize multi-year performance periods. However, relative TSR awards target median performance and lack a payout cap for negative absolute results.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 10.53 percent of the fees paid to the auditor are for non-audit purposes.						
5	Require Independent Board Chair	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/24/2023	Auto-Approved 03/24/2023		465	465
					Total Shares:	**465**	**465**

Carnival Corporation

Meeting Date: 04/21/2023 **Country:** Panama **Ticker:** CCL **Proxy Level:** N/A

Record Date: 02/21/2023 **Meeting Type:** Annual **Meeting ID:** 1720811

Primary Security ID: 143658300 **Primary CUSIP:** 143658300 **Primary ISIN:** PA1436583006 **Primary SEDOL:** 2523044

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

Votable Shares: 100 ***Shares on Loan:** 0 **Shares Instructed:** 100 **Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Carnival Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Re-elect Jason Glen Cahilly as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
4	Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
5	Re-elect Jeffrey J. Gearhart as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
6	Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
7	Elect Sara Mathew as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
8	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
9	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
10	Elect Josh Weinstein as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
11	Re-elect Randall Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Carnival 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	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Following low support for the 2022 say-on-pay proposal, the company engaged with shareholders, disclosed their feedback in the proxy statement, and made improvements to the FY22 and FY23 pay program to address investors' concerns. Specifically, disclosure of the incentive programs improved compared to the prior year, annual incentives now rely primarily on objective, pre-set goals, and long-term incentives were entirely performance-based. Additional improvements will be made for FY23, including the removal of the individual performance component from the annual incentives, and decoupling of metrics between the annual and long-term incentive plans. While certain concerns remain related to the FY22 plans related to limited individual performance disclosure, duplicate metrics in the STI and LTI plans, and annual performance periods in certain LTI awards, these concerns are mitigated by the removal of these elements in the FY23 awards. However, shareholders should continue to monitor the pay program as the company has undergone a leadership transition and continues to undergo pay program changes.						
13	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
14	Approve Directors' Remuneration Report (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	Yes	For	For	For	For
	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 with the U.S. say-on-pay analysis. Accordingly, a vote FOR is warranted.						
15	Approve Remuneration Policy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The remuneration policy is being submitted in accordance with U.K. regulation, where Carnival Plc is incorporated. Although some features of the remuneration policy do not align with market practice for U.K.-listed companies, they are consistent with U.S. practice.						
16	Reappoint PricewaterhouseCoopers LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of PricewaterhouseCoopers LLP as the Independent Registered Public Accounting Firm of Carnival Corporation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
17	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals to ratify the auditor and authorize the board to fix the auditor's remuneration is warranted.						
18	Receive the Accounts and Reports of the Directors and Auditors of Carnival plc for the Year Ended November 30, 2022 (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	Yes	For	For	For	For
19	Approve Issuance of Equity	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						

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Carnival Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
20	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
21	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	For
22	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/03/2023	Auto-Approved 04/03/2023		100	100
					Total Shares:	**100**	**100**

CenterPoint Energy, Inc.

Meeting Date: 04/21/2023 **Country:** USA **Ticker:** CNP **Proxy Level:** 3

Record Date: 02/24/2023 **Meeting Type:** Annual **Meeting ID:** 1727241

Primary Security ID: 15189T107 **Primary CUSIP:** 15189T107 **Primary ISIN:** US15189T1079 **Primary SEDOL:** 2440637

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

Votable Shares: 1,806 ***Shares on Loan:** 0 **Shares Instructed:** 1,806 **Shares Voted:** 1,806

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wendy Montoya Cloonan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Earl M. Cummings	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Christopher H. Franklin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director David J. Lesar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Raquelle W. Lewis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Martin H. Nesbitt	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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CenterPoint Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Theodore F. Pound	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Phillip R. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Barry T. Smitherman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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. Following last year's failed say-on-pay vote, the company contacted a substantial portion of its shareholders, disclosed specific details of engagement efforts, and made several meaningful changes to the compensation program to address concerns. In addition, annual incentives were entirely determined by a pre-set financial metric and long-term incentives were a majority performance conditioned. While some concerns are highlighted regarding increased payout opportunities under both the annual and long-term incentive programs, this has not resulted in a misalignment between pay and performance for the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Disclose Scope 3 Emissions and Setting Scope 3 Emission Targets	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as disclosing the company's Scope 3 emissions and setting Scope 3 emission targets would provide assurance to shareholders that the company is managing climate related risks and reputational risks appropriately.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/03/2023	Auto-Approved 04/03/2023		1,806	1,806
					Total Shares:	**1,806**	**1,806**

Corteva, Inc.

Meeting Date: 04/21/2023 **Country:** USA **Ticker:** CTVA **Proxy Level:** 3

Record Date: 02/27/2023 **Meeting Type:** Annual **Meeting ID:** 1727224

Primary Security ID: 22052L104 **Primary CUSIP:** 22052L104 **Primary ISIN:** US22052L1044 **Primary SEDOL:** BK73B42

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

Corteva, Inc.

Votable Shares: 57 | **Total Ballots:** 1 | ***Shares on Loan:** 0 | **Voting Policy:** UUA | **Shares Instructed:** 57 | **Shares Voted:** 57

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Klaus A. Engel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director David C. Everitt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Janet P. Giesselman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Karen H. Grimes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Michael O. Johanns	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Rebecca B. Liebert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Marcos M. Lutz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Charles V. Magro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Nayaki R. Nayyar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Kerry J. Preete	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Patrick J. Ward	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual incentives were primarily determined by pre-set financial metrics with clear disclosures. In addition, a majority of long-term incentives were performance conditioned and measured over a multi-year period.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.57 percent of the fees paid to the auditor are for non-audit purposes.						

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Corteva, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/28/2023	Auto-Approved 03/28/2023		57	57
					Total Shares:	**57**	**57**

Stanley Black & Decker, Inc.

Meeting Date: 04/21/2023 **Country:** USA **Ticker:** SWK **Proxy Level:** 3

Record Date: 02/27/2023 **Meeting Type:** Annual **Meeting ID:** 1727014

Primary Security ID: 854502101 **Primary CUSIP:** 854502101 **Primary ISIN:** US8545021011 **Primary SEDOL:** B3Q2FJ4

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

Votable Shares: 439 ***Shares on Loan:** 0 **Shares Instructed:** 439 **Shares Voted:** 439

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald Allan, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Andrea J. Ayers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Patrick D. Campbell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Debra A. Crew	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Michael D. Hankin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Robert J. Manning	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Adrian V. Mitchell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Jane M. Palmieri	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Mojdeh Poul	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Irving Tan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Stanley Black & Decker, 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. Short-term incentives are primarily based on financial goals, long-term incentives continue to be half-performance based, and TSR awards are capped at target for negative absolute results. However, concerns remain regarding the continued use of an annual performance measurement period for portions of the long-term award and the TSR award targeting median performance.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 24.00 percent of the fees paid to the auditor are for non-audit purposes.						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this item is warranted given that the company recently enhanced its severance policies, ensuring that any future cash severance arrangements absent shareholder approval will be at a reasonable basis.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/29/2023	Auto-Approved 03/29/2023		439	439
					Total Shares:	**439**	**439**

Schneider National, Inc.

Meeting Date: 04/24/2023 **Country:** USA **Ticker:** SNDR **Proxy Level:** 3

Record Date: 02/14/2023 **Meeting Type:** Annual **Meeting ID:** 1726207

Primary Security ID: 80689H102 **Primary CUSIP:** 80689H102 **Primary ISIN:** US80689H1023 **Primary SEDOL:** BYVN953

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

Votable Shares: 263 ***Shares on Loan:** 0 **Shares Instructed:** 263 **Shares Voted:** 263

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jyoti Chopra	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Therese Koller for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Governance Committee Chair John Swainson 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 which adversely impacts shareholder rights. WITHHOLD votes are warranted for Governance Committee members Jyoti Chopra, James Giertz, Robert Grubbs, Robert (Rob) Knight Jr., Therese Koller, and John Swainson given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. WITHHOLD votes are warranted for Therese Koller and Kathleen Zimmermann as their ownership of the supervoting shares through the Schneider Voting Trust provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.						

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Schneider National, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director James R. Giertz	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Therese Koller for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Governance Committee Chair John Swainson 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 which adversely impacts shareholder rights. WITHHOLD votes are warranted for Governance Committee members Jyoti Chopra, James Giertz, Robert Grubbs, Robert (Rob) Knight Jr., Therese Koller, and John Swainson given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. WITHHOLD votes are warranted for Therese Koller and Kathleen Zimmermann as their ownership of the supervoting shares through the Schneider Voting Trust provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.						
1.3	Elect Director Robert W. Grubbs	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Therese Koller for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Governance Committee Chair John Swainson 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 which adversely impacts shareholder rights. WITHHOLD votes are warranted for Governance Committee members Jyoti Chopra, James Giertz, Robert Grubbs, Robert (Rob) Knight Jr., Therese Koller, and John Swainson given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. WITHHOLD votes are warranted for Therese Koller and Kathleen Zimmermann as their ownership of the supervoting shares through the Schneider Voting Trust provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.						
1.4	Elect Director Robert M. Knight, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Therese Koller for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Governance Committee Chair John Swainson 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 which adversely impacts shareholder rights. WITHHOLD votes are warranted for Governance Committee members Jyoti Chopra, James Giertz, Robert Grubbs, Robert (Rob) Knight Jr., Therese Koller, and John Swainson given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. WITHHOLD votes are warranted for Therese Koller and Kathleen Zimmermann as their ownership of the supervoting shares through the Schneider Voting Trust provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.						
1.5	Elect Director Therese A. Koller	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.WITHHOLD votes are warranted for Therese Koller for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Governance Committee Chair John Swainson 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 which adversely impacts shareholder rights. WITHHOLD votes are warranted for Governance Committee members Jyoti Chopra, James Giertz, Robert Grubbs, Robert (Rob) Knight Jr., Therese Koller, and John Swainson given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. WITHHOLD votes are warranted for Therese Koller and Kathleen Zimmermann as their ownership of the supervoting shares through the Schneider Voting Trust provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.						
1.6	Elect Director Mark B. Rourke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director John A. Swainson	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Therese Koller for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Governance Committee Chair John Swainson 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 which adversely impacts shareholder rights. WITHHOLD votes are warranted for Governance Committee members Jyoti Chopra, James Giertz, Robert Grubbs, Robert (Rob) Knight Jr., Therese Koller, and John Swainson given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. WITHHOLD votes are warranted for Therese Koller and Kathleen Zimmermann as their ownership of the supervoting shares through the Schneider Voting Trust provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.						

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Schneider National, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director James L. Welch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Kathleen M. Zimmermann	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Therese Koller for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Governance Committee Chair John Swainson 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 which adversely impacts shareholder rights. WITHHOLD votes are warranted for Governance Committee members Jyoti Chopra, James Giertz, Robert Grubbs, Robert (Rob) Knight Jr., Therese Koller, and John Swainson given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. WITHHOLD votes are warranted for Therese Koller and Kathleen Zimmermann as their ownership of the supervoting shares through the Schneider Voting Trust provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.01 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		263	263
			03/21/2023	03/23/2023			
					Total Shares:	**263**	**263**

American Electric Power Company, Inc.

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** AEP **Proxy Level:** 3

Record Date: 02/28/2023 **Meeting Type:** Annual **Meeting ID:** 1729349

Primary Security ID: 025537101 **Primary CUSIP:** 025537101 **Primary ISIN:** US0255371017 **Primary SEDOL:** 2026242

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

Votable Shares: 113 ***Shares on Loan:** 0 **Shares Instructed:** 113 **Shares Voted:** 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	Against	Against
	Voting Policy Rationale: A vote AGAINST director nominees Nicholas Akins, Sara Tucker, Sandra Beach Lin, Ben Fowke, and Art Garcia are warranted given the concerns raised regarding the company's management and oversight of climate-related risks at the company.						
1.2	Elect Director J. Barnie Beasley, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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American Electric Power Company, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Ben Fowke	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST director nominees Nicholas Akins, Sara Tucker, Sandra Beach Lin, Ben Fowke, and Art Garcia are warranted given the concerns raised regarding the company's management and oversight of climate-related risks at the company.						
1.4	Elect Director Art A. Garcia	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST director nominees Nicholas Akins, Sara Tucker, Sandra Beach Lin, Ben Fowke, and Art Garcia are warranted given the concerns raised regarding the company's management and oversight of climate-related risks at the company.						
1.5	Elect Director Linda A. Goodspeed	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Donna A. James	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Sandra Beach Lin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST director nominees Nicholas Akins, Sara Tucker, Sandra Beach Lin, Ben Fowke, and Art Garcia are warranted given the concerns raised regarding the company's management and oversight of climate-related risks at the company.						
1.8	Elect Director Margaret M. McCarthy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Oliver G. 'Rick' Richard, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Daryl Roberts	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Julia A. Sloat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Sara Martinez Tucker	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST director nominees Nicholas Akins, Sara Tucker, Sandra Beach Lin, Ben Fowke, and Art Garcia are warranted given the concerns raised regarding the company's management and oversight of climate-related risks at the company.						
1.13	Elect Director Lewis Von Thaer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Reduce Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For

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American Electric Power Company, Inc.

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 for the year in review. The majority of compensation continues to be conditioned on objective performance metrics with clearly disclosed goals under both the annual and long-term incentive plans.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/19/2023	Auto-Approved 04/19/2023		113	113
					Total Shares:	**113**	**113**

Bank of America Corporation

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** BAC **Proxy Level:** 3

Record Date: 03/01/2023 **Meeting Type:** Annual **Meeting ID:** 1724644

Primary Security ID: 060505104 **Primary CUSIP:** 060505104 **Primary ISIN:** US0605051046 **Primary SEDOL:** 2295677

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 13,558 ***Shares on Loan:** 0 **Shares Instructed:** 13,558 **Shares Voted:** 13,558

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Frank P. Bramble, Sr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Pierre J.P. de Weck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Arnold W. Donald	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Linda P. Hudson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Monica C. Lozano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Brian T. Moynihan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Denise L. Ramos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Clayton S. Rose	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Michael D. White	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Thomas D. Woods	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director Maria T. Zuber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. This marks the first time in several years in which a quantitative pay-for-performance misalignment has been identified at BofA. On the positive side, CEO performance year pay decreased in directional alignment with recent stock price underperformance, and the majority of equity awards are based on clearly-disclosed multi-year goals with no upside vesting potential. However, there are significant concerns regarding the structure and lack of key disclosures under the annual incentive determination process. Annual incentives are discretionarily determined, although guided by performance assessments that highlighted consistent metrics year-over-year, and this discretionary determination resulted in an identified pay-for-performance misalignment for the year in review. Further, the proxy lacks key disclosures such as target pay opportunities, per-metric weightings, and threshold, target or maximum goals. Investors generally prefer a more formulaic incentive determination process with discretion constrained and judiciously applied, with key disclosures that provide transparency into pay outcomes. Also concerning is the structure and lack of disclosure related to sizable time-vesting awards granted to non-CEO NEOs. Finally, Social Advisory Services notes a high CEO pay relative to company performance compared to the company s peers and high CEO pay in relation to company peer group CEO median pay levels.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.63 percent of the fees paid to the auditor are for non-audit purposes.						
5	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.						

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Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Require Independent Board Chair	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.						
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this item is warranted. The company maintains a policy which limits cash severance to a reasonable basis, absent shareholder approval, and no significant concerns are identified with respect to the company's broad-based equity award treatment.						
8	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted. Shareholders would benefit from the company's adoption of absolute reduction targets, as it would help evaluate how the company is managing decarbonization risks.						
9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy for implementing its commitments to advance a low-carbon economy and the company's management of related risks and opportunities.						
10	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because it would help shareholders better evaluate the company's management of climate risks from its lending and underwriting activities. Additionally, shareholders would benefit from a stronger alignment between the company's stated goals, its fossil fuel policy, and its actions regarding corporate responsibility.						
11	Commission Third Party Racial Equity Audit	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of the company's efforts to address the issue of civil rights for its stakeholders and its management of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/12/2023	Auto-Approved 04/12/2023		13,278	13,278
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/12/2023	Auto-Approved 04/12/2023		280	280
					Total Shares:	**13,558**	**13,558**

Charter Communications, Inc.

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** CHTR **Proxy Level:** 3

Record Date: 02/24/2023 **Meeting Type:** Annual **Meeting ID:** 1730067

Primary Security ID: 16119P108 **Primary CUSIP:** 16119P108 **Primary ISIN:** US16119P1084 **Primary SEDOL:** BZ6VT82

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

Charter Communications, Inc.

Total Ballots: 3 **Voting Policy:** UUA

Votable Shares: 546 ***Shares on Loan:** 0 **Shares Instructed:** 546 **Shares Voted:** 546

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Lance Conn	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1b	Elect Director Kim C. Goodman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1c	Elect Director Craig A. Jacobson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Gregory B. Maffei	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company.						
1e	Elect Director John D. Markley, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1f	Elect Director David C. Merritt	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1g	Elect Director James E. Meyer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1h	Elect Director Steven A. Miron	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1i	Elect Director Balan Nair	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Michael A. Newhouse	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1k	Elect Director Mauricio Ramos	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1l	Elect Director Thomas M. Rutledge	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1m	Elect Director Eric L. Zinterhofer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
2	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 that the company entered into a new CEO agreement that provides for multi-year guaranteed time-based equity awards. Additionally, annual equity grants to all executives lack pre-set performance criteria.						

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Charter Communications, 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	Three Years	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 11.11 percent of the fees paid to the auditor are for non-audit purposes.						
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying practices and policies, including its trade association memberships and payments, would benefit shareholders in assessing its management of related risks						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/31/2023	Auto-Approved 03/31/2023		59	59
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 03/31/2023	Auto-Approved 03/31/2023		447	447
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/31/2023	Auto-Approved 03/31/2023		40	40
					Total Shares:	**546**	**546**

Citigroup Inc.

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** C **Proxy Level:** 3

Record Date: 02/27/2023 **Meeting Type:** Annual **Meeting ID:** 1729583

Primary Security ID: 172967424 **Primary CUSIP:** 172967424 **Primary ISIN:** US1729674242 **Primary SEDOL:** 2297907

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

Votable Shares: 3,727 ***Shares on Loan:** 0 **Shares Instructed:** 3,727 **Shares Voted:** 3,727

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ellen M. Costello	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Grace E. Dailey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Barbara J. Desoer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director John C. Dugan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Jane N. Fraser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Duncan P. Hennes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Peter B. Henry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director S. Leslie Ireland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Renee J. James	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Gary M. Reiner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Diana L. Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director James S. Turley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Casper W. von Koskull	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There are concerns raised by the degree of discretion involved in NEO annual incentive determinations and certain key features and disclosures that are lacking. Some investors may prefer a more objective annual incentive structure, including reference to preset target goals and pay opportunities. While these issues warrant continued close monitoring, there are sufficient mitigating factors. Specifically, CEO pay and company performance are aligned for the year in review. Further, the CEO's long-term incentives are predominantly performance-conditioned with clearly disclosed multi-year goals. Moreover, the prior closing cycle long-term incentives were not earned when operational threshold goals were not achieved. On balance of these factors, a cautionary vote FOR this proposal is warranted. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure.						
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.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The board's current policy that requires shareholder approval of certain change of control severance payments lacks key disclosures for shareholders. Without more specific information on the existing policy, shareholders do not have adequate assurances that the policy safeguards against excessive severance payments.						
7	Require Independent Board Chair	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.						
8	Report on Respecting Indigenous Peoples' Rights	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.						
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because it would help shareholders better evaluate the company's management of climate risks from its lending and underwriting activities. Additionally, shareholders would benefit from a stronger alignment between the company's stated goals, its fossil fuel policy, and its actions regarding corporate responsibility.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/03/2023	Auto-Approved 04/03/2023		3,727	3,727
					Total Shares:	**3,727**	**3,727**

Comerica Incorporated

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** CMA **Proxy Level:** 3

Record Date: 02/24/2023 **Meeting Type:** Annual **Meeting ID:** 1727936

Primary Security ID: 200340107 **Primary CUSIP:** 200340107 **Primary ISIN:** US2003401070 **Primary SEDOL:** 2212870

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 349 ***Shares on Loan:** 0 **Shares Instructed:** 349 **Shares Voted:** 349

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy Avila	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Michael E. Collins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Comerica Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Roger A. Cregg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Curtis C. Farmer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Jacqueline P. Kane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Derek J. Kerr	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Richard G. Lindner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Jennifer H. Sampson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Barbara R. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Robert S. Taubman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Reginald M. Turner, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Nina G. Vaca	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.13	Elect Director Michael G. Van de Ven	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.74 percent of the fees paid to the auditor are for non-audit purposes.						
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. Some concerns linger regarding the rigor of performance goals for performance-based equity awards. However, short-term incentives were majority based on pre-set objective metrics and long-term incentives were majority performance-conditioned with multi-year measurement periods.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Comerica Incorporated

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/28/2023	Auto-Approved 03/28/2023		286	286
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/28/2023	Auto-Approved 03/28/2023		63	63
					Total Shares:	**349**	**349**

Constellation Energy Corporation

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** CEG **Proxy Level:** 3

Record Date: 03/01/2023 **Meeting Type:** Annual **Meeting ID:** 1728621

Primary Security ID: 21037T109 **Primary CUSIP:** 21037T109 **Primary ISIN:** US21037T1097 **Primary SEDOL:** BMH4FS1

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

Votable Shares: 53 ***Shares on Loan:** 0 **Shares Instructed:** 53 **Shares Voted:** 53

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph Dominguez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Julie Holzrichter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Ashish Khandpur	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual incentives were primarily determined by pre-set objective metrics with clear disclosure of performance targets and achieved results. In addition, long-term incentives are majority performance conditioned and measured over a multi-year period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.10 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/03/2023	Auto-Approved 04/03/2023		53	53

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Constellation Energy Corporation

Total Shares:	**53**	**53**

Equitrans Midstream Corporation

Meeting Date: 04/25/2023	**Country:** USA	**Ticker:** ETRN	**Proxy Level:** 3
Record Date: 02/17/2023	**Meeting Type:** Annual	**Meeting ID:** 1718009	
Primary Security ID: 294600101	**Primary CUSIP:** 294600101	**Primary ISIN:** US2946001011	**Primary SEDOL:** BFMWBV6
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 1,877	***Shares on Loan:** 0	**Shares Instructed:** 1,877	**Shares Voted:** 1,877

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicky A. Bailey	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Sarah M. Barpoulis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Kenneth M. Burke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Diana M. Charletta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Thomas F. Karam	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director D. Mark Leland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Norman J. Szydlowski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Robert F. Vagt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Equitrans Midstream Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,877	1,877
			03/07/2023	03/26/2023			
					Total Shares:	**1,877**	**1,877**

Equity LifeStyle Properties, Inc.

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** ELS **Proxy Level:** 3

Record Date: 02/17/2023 **Meeting Type:** Annual **Meeting ID:** 1729456

Primary Security ID: 29472R108 **Primary CUSIP:** 29472R108 **Primary ISIN:** US29472R1086 **Primary SEDOL:** 2563125

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

Votable Shares: 888 ***Shares on Loan:** 0 **Shares Instructed:** 888 **Shares Voted:** 888

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew Berkenfield	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Derrick Burks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Philip Calian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director David Contis	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for compensation committee chair David Contis due to consecutive years of high pay to the company's chairman Samuel Zell without a reasonable rationale disclosed.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Constance Freedman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Thomas Heneghan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Marguerite Nader	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Scott Peppet	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Sheli Rosenberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Samuel Zell	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 gender and racial diversity on the board. There is at least 30 percent diversity.						

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Equity LifeStyle Properties, 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: A vote FOR this item is warranted because only 3.62 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/04/2023	Auto-Approved 04/04/2023		888	888
					Total Shares:	**888**	**888**

Exelon Corporation

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** EXC **Proxy Level:** 3

Record Date: 03/01/2023 **Meeting Type:** Annual **Meeting ID:** 1729455

Primary Security ID: 30161N101 **Primary CUSIP:** 30161N101 **Primary ISIN:** US30161N1019 **Primary SEDOL:** 2670519

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 2,151 ***Shares on Loan:** 0 **Shares Instructed:** 2,151 **Shares Voted:** 2,151

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director W. Paul Bowers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Calvin G. Butler, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Marjorie Rodgers Cheshire	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Linda Jojo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Exelon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Charisse Lillie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Matthew Rogers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director John Young	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 17.68 percent of the fees paid to the auditor are for non-audit purposes.						
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. STI and LTI outcomes are commensurate with company performance and a majority of pay is conditioned on objective financial performance metrics. While some concerns remain regarding the lack of disclosure of the forward-looking performance goals underlying the performance shares, and the performance target setting underlying the adjusted operating EPS metric used for annual incentives, these concerns have not led to a misalignment between CEO pay and company performance 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/24/2023	Auto-Approved 03/26/2023		1,991	1,991
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/24/2023	Auto-Approved 03/26/2023		160	160
					Total Shares:	**2,151**	**2,151**

First Horizon Corporation

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** FHN **Proxy Level:** 3

Record Date: 02/24/2023 **Meeting Type:** Annual **Meeting ID:** 1727923

Primary Security ID: 320517105 **Primary CUSIP:** 320517105 **Primary ISIN:** US3205171057 **Primary SEDOL:** 2341484

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

Votable Shares: 1,810 ***Shares on Loan:** 0 **Shares Instructed:** 1,810 **Shares Voted:** 1,810

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Harry V. Barton, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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First Horizon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director John N. Casbon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director John C. Compton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Wendy P. Davidson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director William H. Fenstermaker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director D. Bryan Jordan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director J. Michael Kemp, Sr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Rick E. Maples	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Vicki R. Palmer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Colin V. Reed	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director E. Stewart Shea, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Cecelia D. Stewart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.13	Elect Director Rosa Sugranes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.14	Elect Director R. Eugene Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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.						

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First Horizon Corporation

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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/24/2023	Auto-Approved 03/26/2023		1,810	1,810
					Total Shares:	**1,810**	**1,810**

International Business Machines Corporation

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** IBM **Proxy Level:** 3

Record Date: 02/24/2023 **Meeting Type:** Annual **Meeting ID:** 1723863

Primary Security ID: 459200101 **Primary CUSIP:** 459200101 **Primary ISIN:** US4592001014 **Primary SEDOL:** 2005973

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

Votable Shares: 727 ***Shares on Loan:** 0 **Shares Instructed:** 727 **Shares Voted:** 727

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas Buberl	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director David N. Farr	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Alex Gorsky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Michelle J. Howard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Arvind Krishna	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Andrew N. Liveris	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director F. William McNabb, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Martha E. Pollack	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Joseph R. Swedish	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Peter R. Voser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Frederick H. Waddell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Alfred W. Zollar	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.96 percent of the fees paid to the auditor are for non-audit purposes.						
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 CEO pay is aligned with company performance and the majority of compensation is conditioned on objective financial performance metrics.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Require Independent Board Chair	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.						
6	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 direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.						
7	Report on Risks Related to Operations in China	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company appears to provide shareholders with sufficient disclosure to assess its management of risks related to its operations in China and has policies in place that address human rights concerns raised by the proponent.						
8	Report on Efforts to Prevent Harassment and Discrimination in the Workplace	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure due to the ongoing scrutiny over the company's harassment and discrimination issues involving protected classes of employees. Increased transparency would help shareholders to fully assess how the company is managing associated risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/07/2023	Auto-Approved 04/07/2023		727	727

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

International Business Machines Corporation

Total Shares:	727	727

Northern Trust Corporation

Meeting Date: 04/25/2023	**Country:** USA	**Ticker:** NTRS	**Proxy Level:** 3
Record Date: 02/27/2023	**Meeting Type:** Annual	**Meeting ID:** 1729694	
Primary Security ID: 665859104	**Primary CUSIP:** 665859104	**Primary ISIN:** US6658591044	**Primary SEDOL:** 2648668
	Total Ballots: 2	**Voting Policy:** UUA	
Votable Shares: 867	***Shares on Loan:** 0	**Shares Instructed:** 867	**Shares Voted:** 867

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
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Susan Crown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Dean M. Harrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Jay L. Henderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Marcy S. Klevorn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Siddharth N. (Bobby) Mehta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Michael G. O'Grady	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Jose Luis Prado	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Martin P. Slark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director David H. B. Smith, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Donald Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Charles A. Tribbett, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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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 at this time. Long-term equity awards are primarily performance based and utilize a multi-year performance period. However, some concern is noted regarding the largely discretionary annual incentive award.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.72 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/28/2023	Auto-Approved 03/28/2023		815	815
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/28/2023	Auto-Approved 03/28/2023		52	52
					Total Shares:	**867**	**867**

PerkinElmer, Inc.

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** PKI **Proxy Level:** 3

Record Date: 02/27/2023 **Meeting Type:** Annual **Meeting ID:** 1725166

Primary Security ID: 714046109 **Primary CUSIP:** 714046109 **Primary ISIN:** US7140461093 **Primary SEDOL:** 2305844

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

Votable Shares: 82 ***Shares on Loan:** 0 **Shares Instructed:** 82 **Shares Voted:** 82

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Barrett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Samuel R. Chapin	Mgmt	Yes	For	For	Against	Against
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Sylvie Gregoire	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Michelle McMurry-Heath	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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PerkinElmer, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Alexis P. Michas	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Prahlad R. Singh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Michel Vounatsos	Mgmt	Yes	For	For	Against	Against
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Frank Witney	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Pascale Witz	Mgmt	Yes	For	For	Against	Against
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 36.69 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Change Company Name to Revvity, Inc.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that it is unlikely that the name change would have a negative financial impact on the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/24/2023	Auto-Approved 03/26/2023		82	82
					Total Shares:	**82**	**82**

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The Coca-Cola Company

Meeting Date: 04/25/2023	**Country:** USA	**Ticker:** KO	**Proxy Level:** 3
Record Date: 02/24/2023	**Meeting Type:** Annual	**Meeting ID:** 1727268	
Primary Security ID: 191216100	**Primary CUSIP:** 191216100	**Primary ISIN:** US1912161007	**Primary SEDOL:** 2206657
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 2,512	***Shares on Loan:** 0	**Shares Instructed:** 2,512	**Shares Voted:** 2,512

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Marc Bolland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Ana Botin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Christopher C. Davis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.5	Elect Director Barry Diller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.6	Elect Director Carolyn Everson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Helene D. Gayle	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.8	Elect Director Alexis M. Herman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Maria Elena Lagomasino, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Amity Millhiser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director James Quincey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Caroline J. Tsay	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.13	Elect Director David B. Weinberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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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	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- High CEO pay relative to company performance compared to the company's peers; and- High CEO pay in relation to company peer group CEO median pay levels.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 19.81 percent of the fees paid to the auditor are for non-audit purposes.						
5	Report on Third-Party Civil Rights Audit	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of the company's efforts to address the issue of civil rights for its stakeholders and its management of related risks.						
6	Issue Transparency Report on Global Public Policy and Political Influence	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as increased global transparency and disclosure around its memberships in political organizations and lobbying expenditures, as well as the company's its management- and board-level oversight of spending would help shareholders evaluate the company's management of related risks and benefits.						
7	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the congruence of the company's political expenditures with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political spending.						
8	Require Independent Board Chair	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.						
9	Report on Risk Due to Restrictions on Reproductive Rights	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/07/2023	Auto-Approved 04/07/2023		2,512	2,512
					Total Shares:	**2,512**	**2,512**

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The Williams Companies, Inc.

Meeting Date: 04/25/2023	**Country:** USA	**Ticker:** WMB	**Proxy Level:** 3
Record Date: 02/24/2023	**Meeting Type:** Annual	**Meeting ID:** 1729884	
Primary Security ID: 969457100	**Primary CUSIP:** 969457100	**Primary ISIN:** US9694571004	**Primary SEDOL:** 2967181
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 3,547	***Shares on Loan:** 0	**Shares Instructed:** 3,547	**Shares Voted:** 3,547

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan S. Armstrong	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Stephen W. Bergstrom	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Michael A. Creel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Stacey H. Dore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Carri A. Lockhart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Richard E. Muncrief	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Peter A. Ragauss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Rose M. Robeson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Scott D. Sheffield	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Murray D. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director William H. Spence	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Jesse J. Tyson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.14 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual incentives were largely based on pre-set objective measures and long-term incentives were majority performance-conditioned with multi-year measurement periods.						

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The Williams Companies, 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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/29/2023	Auto-Approved 03/29/2023		3,547	3,547
					Total Shares:	**3,547**	**3,547**

Truist Financial Corporation

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** TFC **Proxy Level:** 3

Record Date: 02/16/2023 **Meeting Type:** Annual **Meeting ID:** 1727680

Primary Security ID: 89832Q109 **Primary CUSIP:** 89832Q109 **Primary ISIN:** US89832Q1094 **Primary SEDOL:** BKP7287

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,797 ***Shares on Loan:** 0 **Shares Instructed:** 1,797 **Shares Voted:** 1,797

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer S. Banner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director K. David Boyer, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Agnes Bundy Scanlan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Anna R. Cablik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Dallas S. Clement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Paul D. Donahue	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Patrick C. Graney, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Truist Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Linnie M. Haynesworth	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Kelly S. King	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Easter A. Maynard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Donna S. Morea	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Charles A. Patton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Nido R. Qubein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director David M. Ratcliffe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1o	Elect Director William H. Rogers, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1p	Elect Director Frank P. Scruggs, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1q	Elect Director Christine Sears	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1r	Elect Director Thomas E. Skains	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1s	Elect Director Bruce L. Tanner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1t	Elect Director Thomas N. Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1u	Elect Director Steven C. Voorhees	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.82 percent of the fees paid to the auditor are for non-audit purposes.						

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

Truist Financial 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
	Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. That being said, significant components of the pay program merely target median performance, which is not considered particularly rigorous.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Require Independent Board Chair	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/31/2023	Auto-Approved 03/31/2023		1,573	1,573
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/31/2023	Auto-Approved 03/31/2023		224	224
					Total Shares:	**1,797**	**1,797**

Wells Fargo & Company

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** WFC **Proxy Level:** 3

Record Date: 02/24/2023 **Meeting Type:** Annual **Meeting ID:** 1729457

Primary Security ID: 949746101 **Primary CUSIP:** 949746101 **Primary ISIN:** US9497461015 **Primary SEDOL:** 2649100

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

Votable Shares: 115 ***Shares on Loan:** 0 **Shares Instructed:** 115 **Shares Voted:** 115

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Mark A. Chancy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Celeste A. Clark	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Richard K. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Wayne M. Hewett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director CeCelia (CeCe) G. Morken	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Maria R. Morris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Felicia F. Norwood	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Richard B. Payne, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Ronald L. Sargent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Charles W. Scharf	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is some continuing concern regarding the annual incentive determination process, which is ultimately discretionary, paired with a lack of disclosed per-metric weightings and pre-set threshold, target and maximum goals. Additionally, base salaries for the CEO (and other NEOs) remain relatively high and the CEO's target total pay was increased during a period of long-term TSR underperformance. While these issues warrant continued close monitoring, there are mitigating factors. Notably, the discretionary annual incentive framework has not resulted in a quantitative pay-for-performance misalignment. Additionally, the CEO's total incentive award was discretionarily reduced, and closing-cycle performance shares vested below target, each in directional alignment with shareholders' recent experience. Lastly, the majority of long-term incentives are based on clearly disclosed multi-year goals. On balance of these factors, a vote FOR this proposal is warranted, with caution. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.38 percent of the fees paid to the auditor are for non-audit purposes.						

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Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that a reduction in certain vote requirements would be beneficial for shareholders.						
6	Report on Political Expenditures Congruence	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.						
7	Report on Climate Lobbying	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with its climate goals.						
8	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy around the transition to a low-carbon economy and the company's management of related risks and opportunities.						
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because it would help shareholders better evaluate the company's management of climate risks from its lending and underwriting activities. Additionally, shareholders would benefit from a stronger alignment between the company's stated goals, its fossil fuel policy, and its actions regarding corporate responsibility.						
10	Report on Prevention of Workplace Harassment and Discrimination	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as the company has faced recent attention for allegations of discrimination in the workplace, and increased transparency would help shareholders assess how the company is managing associated risks.						
11	Adopt Policy on Freedom of Association and Collective Bargaining	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company s management of related risks and put the company more in line with peer disclosures.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/10/2023	Auto-Approved 04/10/2023		115	115
					Total Shares:	**115**	**115**

Ameriprise Financial, Inc.

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** AMP **Proxy Level:** 3

Record Date: 02/27/2023 **Meeting Type:** Annual **Meeting ID:** 1730676

Primary Security ID: 03076C106 **Primary CUSIP:** 03076C106 **Primary ISIN:** US03076C1062 **Primary SEDOL:** B0J7D57

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

Ameriprise Financial, Inc.

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

Votable Shares: 171 ***Shares on Loan:** 0 **Shares Instructed:** 171 **Shares Voted:** 171

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James M. Cracchiolo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Robert F. Sharpe, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Dianne Neal Blixt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Amy DiGeso	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Christopher J. Williams	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Armando Pimentel, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Brian T. Shea	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director W. Edward Walter, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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, with caution. Concerns remain over the lack of certain key disclosures for the annual incentive program, which limits transparency. In addition, certain target goals were lowered amid an increase in target award opportunity for the annual cash incentive. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review. Moreover, the annual cash incentive is largely based on pre-set financial goals with disclosed targets and half of equity awards were subject to multi-year performance goals. Shareholders should continue to monitor these disclosure concerns and a quantitative misalignment going forward may be met with increased scrutiny.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.20 percent of the fees paid to the auditor are for non-audit purposes.						

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Ameriprise Financial, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		171	171
			04/03/2023	04/03/2023			
					Total Shares:	**171**	**171**

Aptiv PLC

Meeting Date: 04/26/2023 **Country:** Jersey **Ticker:** APTV **Proxy Level:** N/A

Record Date: 03/02/2023 **Meeting Type:** Annual **Meeting ID:** 1727918

Primary Security ID: G6095L109 **Primary CUSIP:** G6095L109 **Primary ISIN:** JE00B783TY65 **Primary SEDOL:** B783TY6

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

Votable Shares: 311 ***Shares on Loan:** 0 **Shares Instructed:** 311 **Shares Voted:** 311

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kevin P. Clark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Richard L. (Rick) Clemmer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Nancy E. Cooper	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Joseph L. (Jay) Hooley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Merit E. Janow	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Sean O. Mahoney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Paul M. Meister	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Robert K. (Kelly) Ortberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Colin J. Parris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Ana G. Pinczuk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Aptiv PLC

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: A vote FOR this item is warranted because only 20.34 percent of the fees paid to the auditor are for non-audit purposes.						
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. Concerns are raised with respect to the target LTI value increase for the CEO and non-disclosure of forward-looking goals for performance equity awards. However, STI awards were primarily based on objective financial metrics and, in a supplemental filing, the company discloses clearly the target goals and quantified performance results, both before and after certain adjustments made by the committee, as well as the corresponding impact on individual awards. Moreover, the committee capped the STI payouts (post-adjustments) to target level in recognition of negative stock price performance during the year.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/12/2023	Auto-Approved 04/12/2023		311	311
					Total Shares:	**311**	**311**

Ball Corporation

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** BALL **Proxy Level:** 3

Record Date: 03/01/2023 **Meeting Type:** Annual **Meeting ID:** 1729881

Primary Security ID: 058498106 **Primary CUSIP:** 058498106 **Primary ISIN:** US0584981064 **Primary SEDOL:** 2073022

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

Votable Shares: 2,189 ***Shares on Loan:** 0 **Shares Instructed:** 2,189 **Shares Voted:** 2,189

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cathy D. Ross	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Betty J. Sapp	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Stuart A. Taylor, II	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.32 percent of the fees paid to the auditor are for non-audit purposes.						

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Ball 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	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/03/2023	Auto-Approved 04/03/2023		2,189	2,189
					Total Shares:	**2,189**	**2,189**

BorgWarner Inc.

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** BWA **Proxy Level:** 3

Record Date: 03/01/2023 **Meeting Type:** Annual **Meeting ID:** 1730675

Primary Security ID: 099724106 **Primary CUSIP:** 099724106 **Primary ISIN:** US0997241064 **Primary SEDOL:** 2111955

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

Votable Shares: 426 ***Shares on Loan:** 0 **Shares Instructed:** 426 **Shares Voted:** 426

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Sara A. Greenstein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1B	Elect Director Michael S. Hanley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1C	Elect Director Frederic B. Lissalde	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1D	Elect Director Shaun E. McAlmont	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1E	Elect Director Deborah D. McWhinney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1F	Elect Director Alexis P. Michas	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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BorgWarner Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1G	Elect Director Sailaja K. Shankar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1H	Elect Director Hau N. Thai-Tang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Both the annual and long-term incentive programs are largely based on pre-set, objective performance goals with clearly disclosed targets and opportunities. Long-term incentive vesting was reasonable for the most recent closing cycle and the committee provides full, forward-looking disclosure of the financial goals for performance equity. However, in the annual incentive program, the committee set both financial targets below last year's actual performance with limited rationale and also incorporated a new, subjective modifier that resulted in an increased payout for the year in review. These actions, coupled with increased CEO pay levels in the most recent two fiscal years, warrant continued investor monitoring.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 24.57 percent of the fees paid to the auditor are for non-audit purposes.						
5	Approve 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.						
6	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 lower ownership threshold would provide for a more useful special meeting right.						
7	Report on Just Transition	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: Shareholders could benefit from additional disclosure on the potential social impacts that transitioning to a low carbon economy may have on the company and its operations (item 7).						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/11/2023	Auto-Approved 04/11/2023		426	426
					Total Shares:	**426**	**426**

Chord Energy Corporation

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** CHRD **Proxy Level:** 3

Record Date: 03/09/2023 **Meeting Type:** Annual **Meeting ID:** 1730095

Primary Security ID: 674215207 **Primary CUSIP:** 674215207 **Primary ISIN:** US6742152076 **Primary SEDOL:** BLDDYB1

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

Chord Energy Corporation

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

Votable Shares: 2 ***Shares on Loan:** 0 **Shares Instructed:** 2 **Shares Voted:** 2

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas E. Brooks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Daniel E. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Susan M. Cunningham	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Samantha F. Holroyd	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Paul J. Korus	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kevin S. McCarthy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Anne Taylor	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Cynthia L. Walker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Marguerite N. Woung-Chapman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.92 percent of the fees paid to the auditor are for non-audit purposes.						
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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/24/2023	Auto-Approved 03/27/2023		2	2

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

Chord Energy Corporation

Total Shares:	2	2

CNA Financial Corporation

Meeting Date: 04/26/2023	**Country:** USA	**Ticker:** CNA	**Proxy Level:** 3
Record Date: 03/03/2023	**Meeting Type:** Annual	**Meeting ID:** 1730491	
Primary Security ID: 126117100	**Primary CUSIP:** 126117100	**Primary ISIN:** US1261171003	**Primary SEDOL:** 2204866
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 644	***Shares on Loan:** 0	**Shares Instructed:** 644	**Shares Voted:** 644

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael A. Bless	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Jose O. Montemayor	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Don M. Randel	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Andre Rice	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Dino E. Robusto	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Kenneth I. Siegel	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Andrew H. Tisch	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Benjamin J. Tisch	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director James S. Tisch	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Jane J. Wang	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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CNA Financial 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, and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/30/2023	Auto-Approved 03/30/2023		644	644
					Total Shares:	**644**	**644**

Eaton Corporation plc

Meeting Date: 04/26/2023 **Country:** Ireland **Ticker:** ETN **Proxy Level:** N/A

Record Date: 02/27/2023 **Meeting Type:** Annual **Meeting ID:** 1730577

Primary Security ID: G29183103 **Primary CUSIP:** G29183103 **Primary ISIN:** IE00B8KQN827 **Primary SEDOL:** B8KQN82

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

Votable Shares: 897 ***Shares on Loan:** 0 **Shares Instructed:** 897 **Shares Voted:** 897

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Olivier Leonetti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Silvio Napoli	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Sandra Pianalto	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Robert V. Pragada	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Eaton Corporation plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Lori J. Ryerkerk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Gerald B. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Dorothy C. Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Darryl L. Wilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.86 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
7	Authorize Share Repurchase of Issued Share Capital	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are reasonable. Further, the board is using share buybacks to return value to shareholders and all shareholders may participate on equal terms.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/04/2023	Auto-Approved 04/04/2023		897	897
					Total Shares:	**897**	**897**

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Entegris, Inc.

Meeting Date: 04/26/2023	**Country:** USA	**Ticker:** ENTG	**Proxy Level:** 3
Record Date: 03/10/2023	**Meeting Type:** Annual	**Meeting ID:** 1730659	
Primary Security ID: 29362U104	**Primary CUSIP:** 29362U104	**Primary ISIN:** US29362U1043	**Primary SEDOL:** 2599700
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 2,952	***Shares on Loan:** 0	**Shares Instructed:** 2,952	**Shares Voted:** 2,952

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James R. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Rodney Clark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director James F. Gentilcore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Yvette Kanouff	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director James P. Lederer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Bertrand Loy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Azita Saleki-Gerhardt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 12.99 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		2,952	2,952
			03/31/2023	03/31/2023			
					Total Shares:	**2,952**	**2,952**

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Marathon Petroleum Corporation

Meeting Date: 04/26/2023	**Country:** USA	**Ticker:** MPC	**Proxy Level:** 4
Record Date: 03/01/2023	**Meeting Type:** Annual	**Meeting ID:** 1727968	
Primary Security ID: 56585A102	**Primary CUSIP:** 56585A102	**Primary ISIN:** US56585A1025	**Primary SEDOL:** B3K3L40
	Total Ballots: 2	**Voting Policy:** UUA	
Votable Shares: 1,665	***Shares on Loan:** 0	**Shares Instructed:** 1,665	**Shares Voted:** 1,665

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Michael Stice	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for John P. Surma, J. Michael Stice, Susan Tomasky, and Toni Townes-Whitley given the concerns raised regarding the company's management and oversight of climate related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.2	Elect Director John P. Surma	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for John P. Surma, J. Michael Stice, Susan Tomasky, and Toni Townes-Whitley given the concerns raised regarding the company's management and oversight of climate related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.3	Elect Director Susan Tomasky	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for John P. Surma, J. Michael Stice, Susan Tomasky, and Toni Townes-Whitley given the concerns raised regarding the company's management and oversight of climate related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.4	Elect Director Toni Townes-Whitley	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for John P. Surma, J. Michael Stice, Susan Tomasky, and Toni Townes-Whitley given the concerns raised regarding the company's management and oversight of climate related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.51 percent of the fees paid to the auditor are for non-audit purposes.						
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. Pay and performance were reasonably aligned for the year in review and incentive programs were largely performance-based. The company made a number of improvements to incentive plans in response to shareholder feedback and, while certain concerns continue regarding performance equity targeting merely median performance, the majority of long-term incentives are granted as performance awards with a multi-year measurement period.						
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as would enhance board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.						
5	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
6	Approve Increase in Size of Board	Mgmt	Yes	For	For	For	For
7	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The elimination of supermajority vote requirements would improve shareholder rights and approval of this non-binding item may convey to the board that shareholders may wish for it to take additional steps to ensure they are removed.						

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Marathon Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Amend Compensation Clawback Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the addition of reputational or other financial harm as a recoupment scenario would expand the board's ability to recoup incentive pay and the increased disclosure requirements would also better serve shareholders' informational needs.						
9	Report on Just Transition	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from additional disclosure on the potential social impacts that transitioning to a low carbon economy may have on the company and its operations. Such information would allow shareholders to better assess the company's efforts to manage and mitigate those risks.						
10	Report on Asset Retirement Obligation	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from additional disclosure on the potential impacts that transitioning to a low carbon economy may have on the company and its operations. Such information would allow shareholders to better assess the company's efforts to manage and mitigate those risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/20/2023	Auto-Approved 04/20/2023		1,535	1,535
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/20/2023	Auto-Approved 04/20/2023		130	130
					Total Shares:	**1,665**	**1,665**

Newmont Corporation

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** NEM **Proxy Level:** 3

Record Date: 02/27/2023 **Meeting Type:** Annual **Meeting ID:** 1726868

Primary Security ID: 651639106 **Primary CUSIP:** 651639106 **Primary ISIN:** US6516391066 **Primary SEDOL:** 2636607

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,234 ***Shares on Loan:** 0 **Shares Instructed:** 1,234 **Shares Voted:** 1,234

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Patrick G. Awuah, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Gregory H. Boyce	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Bruce R. Brook	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Maura Clark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Newmont Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Emma FitzGerald	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Mary A. Laschinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Jose Manuel Madero	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Rene Medori	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Jane Nelson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Thomas Palmer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Julio M. Quintana	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Susan N. Story	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Short and long term incentives are primarily performance-based and long-term awards utilize a multi-year performance period and cap payout at target for negative TSR results. While the TSR metric for the long-term incentives targets median performance, the FY23 award will target above-median performance.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.77 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/31/2023	Auto-Approved 03/31/2023		1,089	1,089
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/31/2023	Auto-Approved 03/31/2023		145	145
					Total Shares:	**1,234**	**1,234**

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Park Hotels & Resorts Inc.

Meeting Date: 04/26/2023	**Country:** USA	**Ticker:** PK	**Proxy Level:** 3
Record Date: 03/02/2023	**Meeting Type:** Annual	**Meeting ID:** 1730299	
Primary Security ID: 700517105	**Primary CUSIP:** 700517105	**Primary ISIN:** US7005171050	**Primary SEDOL:** BYVMVV0
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 644	***Shares on Loan:** 0	**Shares Instructed:** 644	**Shares Voted:** 644

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Thomas J. Baltimore, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1B	Elect Director Patricia M. Bedient	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1C	Elect Director Thomas D. Eckert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1D	Elect Director Geoffrey M. Garrett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1E	Elect Director Christie B. Kelly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1F	Elect Director Joseph I. Lieberman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1G	Elect Director Thomas A. Natelli	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1H	Elect Director Timothy J. Naughton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1I	Elect Director Stephen I. Sadove	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concerns are noted regarding LTI goal rigor, long-term incentives were predominantly performance-conditioned, with closing-cycle PSUs forfeited in line with below-threshold performance. Additionally, STI awards were predominantly based on quantified, pre-set goals. Continued monitoring of pay outcomes is warranted.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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

Park Hotels & Resorts Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/04/2023	Auto-Approved 04/04/2023		644	644
					Total Shares:	**644**	**644**

Spirit AeroSystems Holdings, Inc.

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** SPR **Proxy Level:** 3

Record Date: 02/28/2023 **Meeting Type:** Annual **Meeting ID:** 1729301

Primary Security ID: 848574109 **Primary CUSIP:** 848574109 **Primary ISIN:** US8485741099 **Primary SEDOL:** B1HMMS7

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

Votable Shares: 1,403 ***Shares on Loan:** 0 **Shares Instructed:** 1,403 **Shares Voted:** 1,403

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen A. Cambone	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1b	Elect Director Irene M. Esteves	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1c	Elect Director William A. Fitzgerald	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1d	Elect Director Paul E. Fulchino	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1e	Elect Director Thomas C. Gentile, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1f	Elect Director Robert D. Johnson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1g	Elect Director Ronald T. Kadish	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1h	Elect Director John L. Plueger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						

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

Spirit AeroSystems Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director James R. Ray, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1j	Elect Director Patrick M. Shanahan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1k	Elect Director Laura H. Wright	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
2	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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. Following changes to the company's incentive programs, annual incentives are now entirely based on pre-set objective metrics while long-term incentives are now half performance based. Moreover, annual incentive awards paid out below target and closing-cycle PSUs were entirely forfeited, in line with their respective performance levels.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 cost is excessive; - The estimated duration of available and proposed shares exceeds six years; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.						
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/05/2023	Auto-Approved 04/05/2023		1,403	1,403
					Total Shares:	**1,403**	**1,403**

Synovus Financial Corp.

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** SNV **Proxy Level:** 3

Record Date: 02/16/2023 **Meeting Type:** Annual **Meeting ID:** 1729303

Primary Security ID: 87161C501 **Primary CUSIP:** 87161C501 **Primary ISIN:** US87161C5013 **Primary SEDOL:** BMH4NJ8

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

Votable Shares: 601 ***Shares on Loan:** 0 **Shares Instructed:** 601 **Shares Voted:** 601

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stacy Apter	Mgmt	Yes	For	For	For	For

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

Synovus Financial Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Tim E. Bentsen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Kevin S. Blair	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Pedro Cherry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director John H. Irby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Diana M. Murphy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Harris Pastides	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director John L. Stallworth	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Barry L. Storey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Alexandra Villoch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Teresa White	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns are highlighted at this time.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 12.63 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/28/2023	Auto-Approved 03/28/2023		601	601
					Total Shares:	**601**	**601**

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The Cigna Group

Meeting Date: 04/26/2023	**Country:** USA	**Ticker:** CI	**Proxy Level:** 3
Record Date: 03/07/2023	**Meeting Type:** Annual	**Meeting ID:** 1730647	
Primary Security ID: 125523100	**Primary CUSIP:** 125523100	**Primary ISIN:** US1255231003	**Primary SEDOL:** BHJ0775
	Total Ballots: 2	**Voting Policy:** UUA	
Votable Shares: 771	***Shares on Loan:** 0	**Shares Instructed:** 771	**Shares Voted:** 771

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David M. Cordani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director William J. DeLaney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Eric J. Foss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Elder Granger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Neesha Hathi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director George Kurian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kathleen M. Mazzarella	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Mark B. McClellan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Kimberly A. Ross	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Eric C. Wiseman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Donna F. Zarcone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	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. That being said, there are concerns regarding the significant amount of committee discretion afforded under the annual incentive program and that not all forward-looking goals are disclosed in the LTI program.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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The Cigna Group

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.50 percent of the fees paid to the auditor are for non-audit purposes.						
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						
6	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. Lowering the ownership threshold from 25 percent to 15 percent would improve shareholders' ability to use the special meeting right.						
7	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as more comprehensive information comparing Cigna's public policy statements and its direct and indirect political contributions and nonprofit organization participation would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks from political activities conducted by its partners.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/10/2023	Auto-Approved 04/10/2023		668	668
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/10/2023	Auto-Approved 04/10/2023		103	103
					Total Shares:	**771**	**771**

The Goldman Sachs Group, Inc.

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** GS **Proxy Level:** 3

Record Date: 02/27/2023 **Meeting Type:** Annual **Meeting ID:** 1730477

Primary Security ID: 38141G104 **Primary CUSIP:** 38141G104 **Primary ISIN:** US38141G1040 **Primary SEDOL:** 2407966

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 603 ***Shares on Loan:** 0 **Shares Instructed:** 603 **Shares Voted:** 603

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michele Burns	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Mark Flaherty	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Kimberley Harris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Kevin Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Ellen Kullman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Lakshmi Mittal	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Adebayo Ogunlesi	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Peter Oppenheimer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director David Solomon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Jan Tighe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Jessica Uhl	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director David Viniar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is concern raised by annual incentive pay determinations which, although guided by performance assessments, are ultimately discretionarily determined. Additionally, the proxy lacks key shareholder-friendly disclosures, such as pre-set target pay opportunities and goals, and per-metric weightings. While these issues warrant continued close monitoring, there are sufficient mitigating factors. Specifically, CEO pay and company performance are aligned for the year in review, and the significant decrease in performance year pay is directionally aligned with consistently assessed key financial metrics. Moreover, regular and one-time LTI awards are entirely based on clearly disclosed goals with a multi-year performance period. On balance of these factors, a cautionary vote FOR this proposal is warranted. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.00 percent of the fees paid to the auditor are for non-audit purposes.						

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The Goldman Sachs Group, 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
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.						
6	Require Independent Board Chair	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.						
7	Publish Third-Party Review on Chinese Congruency of Certain ETFs	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to provide shareholders with sufficient disclosure regarding its oversight and risk management processes for its investment decisions.						
8	Oversee and Report a Racial Equity Audit	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Goldman Sachs' efforts to address the issue of racial inequality for its stakeholders and its management of related risks.						
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because it would help shareholders better evaluate the company's management of climate risks from its lending and underwriting activities. Additionally, shareholders would benefit from a stronger alignment between the company's stated goals, its fossil fuel policy, and its actions regarding corporate responsibility.						
10	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as it should serve to enhance the company's current commitments to net zero activities and help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.						
11	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy for implementing its commitments to advance a low-carbon economy and the company's management of related risks and opportunities.						
12	Report on Median Gender/Racial Pay Gap	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from median gender and racial pay gap statistics that would allow them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks. Additionally, adoption of this proposal should serve to further strengthen the company's existing diversity initiatives.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/13/2023	Auto-Approved 04/13/2023		578	578

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The Goldman Sachs Group, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/13/2023	Auto-Approved 04/13/2023		25	25
					Total Shares:	**603**	**603**

The New York Times Company

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** NYT **Proxy Level:** 3

Record Date: 02/28/2023 **Meeting Type:** Annual **Meeting ID:** 1727243

Primary Security ID: 650111107 **Primary CUSIP:** 650111107 **Primary ISIN:** US6501111073 **Primary SEDOL:** 2632003

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

Votable Shares: 799 ***Shares on Loan:** 0 **Shares Instructed:** 799 **Shares Voted:** 799

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Beth Brooke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Rachel Glaser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Brian P. McAndrews	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director John W. Rogers, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.22 percent of the fees paid to the auditor are for non-audit purposes.						
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The shares reserved is relatively conservative; and - The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/11/2023	Auto-Approved 04/11/2023		799	799
					Total Shares:	**799**	**799**

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

The PNC Financial Services Group, Inc.

Meeting Date: 04/26/2023	**Country:** USA	**Ticker:** PNC	**Proxy Level:** 3
Record Date: 02/03/2023	**Meeting Type:** Annual	**Meeting ID:** 1729020	
Primary Security ID: 693475105	**Primary CUSIP:** 693475105	**Primary ISIN:** US6934751057	**Primary SEDOL:** 2692665
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 820	***Shares on Loan:** 0	**Shares Instructed:** 820	**Shares Voted:** 820

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph Alvarado	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Debra A. Cafaro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director William S. Demchak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Andrew T. Feldstein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Richard J. Harshman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Daniel R. Hesse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Renu Khator	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Linda R. Medler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Robert A. Niblock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Martin Pfinsgraff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Bryan S. Salesky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Toni Townes-whitley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

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The PNC Financial Services 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, with caution. Concerns remain regarding the lack of disclosure and room for discretion under the annual incentive plan, which makes it difficult to determine its overall rigor. Additionally, the company granted relatively large one-time awards to three of its NEOs, resulting in two of them receiving total compensation greater than that of the CEO and the median pay granted to the CEOs of the company's peers. Nevertheless, the majority of regular equity awards remain conditioned on long-term disclosed performance targets and CEO pay is reasonably aligned with company performance during the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		820	820
			04/03/2023	04/03/2023			
					Total Shares:	**820**	**820**

UFP Industries, Inc.

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** UFPI **Proxy Level:** 3

Record Date: 03/01/2023 **Meeting Type:** Annual **Meeting ID:** 1730215

Primary Security ID: 90278Q108 **Primary CUSIP:** 90278Q108 **Primary ISIN:** US90278Q1085 **Primary SEDOL:** BMQ60Q1

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

Votable Shares: 1,589 ***Shares on Loan:** 0 **Shares Instructed:** 1,589 **Shares Voted:** 1,589

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Benjamin J. Mclean	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Mary Tuuk Kuras	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Michael G. Wooldridge	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.79 percent of the fees paid to the auditor are for non-audit purposes.						
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.						

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

UFP Industries, 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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/03/2023	Auto-Approved 04/03/2023		1,589	1,589
					Total Shares:	**1,589**	**1,589**

W.W. Grainger, Inc.

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** GWW **Proxy Level:** 3

Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1729839

Primary Security ID: 384802104 **Primary CUSIP:** 384802104 **Primary ISIN:** US3848021040 **Primary SEDOL:** 2380863

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

Votable Shares: 27 ***Shares on Loan:** 0 **Shares Instructed:** 27 **Shares Voted:** 27

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director V. Ann Hailey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Katherine D. Jaspon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Stuart L. Levenick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director D.G. Macpherson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Neil S. Novich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Beatriz R. Perez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director E. Scott Santi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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W.W. Grainger, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Susan Slavik Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Lucas E. Watson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Steven A. White	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.79 percent of the fees paid to the auditor are for non-audit purposes.						
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 CEO pay and company performance are reasonably aligned at this time and the majority of pay is conditioned on objective performance metrics. Nevertheless, shareholders would still benefit from increased disclosure regarding the forward-looking performance targets underlying the PSU awards.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		27	27
			03/29/2023	03/29/2023			
					Total Shares:	**27**	**27**

Webster Financial Corporation

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** WBS **Proxy Level:** 3

Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1729446

Primary Security ID: 947890109 **Primary CUSIP:** 947890109 **Primary ISIN:** US9478901096 **Primary SEDOL:** 2945143

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

Votable Shares: 544 ***Shares on Loan:** 0 **Shares Instructed:** 544 **Shares Voted:** 544

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John R. Ciulla	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jack L. Kopnisky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Webster Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director William L. Atwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director John P. Cahill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director E. Carol Hayles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Linda H. Ianieri	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Mona Aboelnaga Kanaan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director James J. Landy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Maureen B. Mitchell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Laurence C. Morse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Karen R. Osar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Richard O'Toole	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Mark Pettie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director Lauren C. States	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1o	Elect Director William E. Whiston	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 no significant concerns were identified and pay and performance are reasonably aligned at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						

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Webster Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
6	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 12.96 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/11/2023	Auto-Approved 04/11/2023		544	544
					Total Shares:	**544**	**544**

Avery Dennison Corporation

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** AVY **Proxy Level:** 3

Record Date: 02/27/2023 **Meeting Type:** Annual **Meeting ID:** 1726350

Primary Security ID: 053611109 **Primary CUSIP:** 053611109 **Primary ISIN:** US0536111091 **Primary SEDOL:** 2066408

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

Votable Shares: 9 ***Shares on Loan:** 0 **Shares Instructed:** 9 **Shares Voted:** 9

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	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Anthony K. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Mitchell R. Butier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Ken C. Hicks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Andres A. Lopez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Francesca Reverberi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Patrick T. Siewert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Julia A. Stewart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Avery Dennison Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Martha N. Sullivan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director William R. Wagner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual incentives are earned entirely on pre-set objective performance while regular annual equity grants are entirely performance-based.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 15.22 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		9	9
			03/28/2023	03/28/2023			
					Total Shares:	**9**	**9**

Corning Incorporated

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** GLW **Proxy Level:** 3

Record Date: 02/28/2023 **Meeting Type:** Annual **Meeting ID:** 1730567

Primary Security ID: 219350105 **Primary CUSIP:** 219350105 **Primary ISIN:** US2193501051 **Primary SEDOL:** 2224701

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

Votable Shares: 760 ***Shares on Loan:** 0 **Shares Instructed:** 760 **Shares Voted:** 760

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald W. Blair	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Leslie A. Brun	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Stephanie A. Burns	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Corning Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Richard T. Clark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Pamela J. Craig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Robert F. Cummings, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Roger W. Ferguson, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Deborah A. Henretta	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Daniel P. Huttenlocher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Kurt M. Landgraf	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Kevin J. Martin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Deborah D. Rieman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Hansel E. Tookes, II	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director Wendell P. Weeks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1o	Elect Director Mark S. Wrighton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; - The company maintains a modified single trigger; and - The company maintains an auto-accelerated equity vesting change-in-control provision.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

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Corning Incorporated

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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/30/2023	Auto-Approved 03/30/2023		760	760
					Total Shares:	**760**	**760**

Crown Holdings, Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** CCK **Proxy Level:** 3

Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1731244

Primary Security ID: 228368106 **Primary CUSIP:** 228368106 **Primary ISIN:** US2283681060 **Primary SEDOL:** 2427986

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

Votable Shares: 1,648 ***Shares on Loan:** 0 **Shares Instructed:** 1,648 **Shares Voted:** 1,648

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy J. Donahue	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Richard H. Fearon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Andrea J. Funk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Stephen J. Hagge	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Jesse A. Lynn	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.						
1.6	Elect Director James H. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Josef M. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director B. Craig Owens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Crown Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Angela M. Snyder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Caesar F. Sweizer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Andrew J. Teno	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.						
1.12	Elect Director Marsha C. Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.13	Elect Director Dwayne A. Wilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.59 percent of the fees paid to the auditor are for non-audit purposes.						
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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/24/2023	Auto-Approved 04/24/2023		1,648	1,648
					Total Shares:	**1,648**	**1,648**

Edison International

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** EIX **Proxy Level:** 3

Record Date: 03/03/2023 **Meeting Type:** Annual **Meeting ID:** 1730649

Primary Security ID: 281020107 **Primary CUSIP:** 281020107 **Primary ISIN:** US2810201077 **Primary SEDOL:** 2829515

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Edison International

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

Votable Shares: 1,176 ***Shares on Loan:** 0 **Shares Instructed:** 1,176 **Shares Voted:** 1,176

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	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Michael C. Camunez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Vanessa C.L. Chang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director James T. Morris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Timothy T. O'Toole	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Pedro J. Pizarro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Marcy L. Reed	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Carey A. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Linda G. Stuntz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Peter J. Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Keith Trent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.31 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers; and - Excessive differentials between CEO pay and the pay of other named executive officers.						

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Edison International

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,176	1,176
			04/04/2023	04/04/2023			
					Total Shares:	**1,176**	**1,176**

Global Payments Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** GPN **Proxy Level:** 3

Record Date: 03/03/2023 **Meeting Type:** Annual **Meeting ID:** 1729882

Primary Security ID: 37940X102 **Primary CUSIP:** 37940X102 **Primary ISIN:** US37940X1028 **Primary SEDOL:** 2712013

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

Votable Shares: 495 ***Shares on Loan:** 0 **Shares Instructed:** 495 **Shares Voted:** 495

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director F. Thaddeus Arroyo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Robert H.B. Baldwin, Jr.	Mgmt	Yes	For	For	Against	Against
	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.						
1c	Elect Director John G. Bruno	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Joia M. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Ruth Ann Marshall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Connie D. McDaniel	Mgmt	Yes	For	For	Against	Against
	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.						
1g	Elect Director Joseph H. Osnoss	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director William B. Plummer	Mgmt	Yes	For	For	Against	Against
	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.						
1i	Elect Director Jeffrey S. Sloan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Global Payments Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director John T. Turner	Mgmt	Yes	For	For	Against	Against
	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.						
1k	Elect Director M. Troy Woods	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST this proposal are warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 30.46 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted. While the company's current severance arrangements are within market practice, the implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/06/2023	Auto-Approved 04/06/2023		495	495
					Total Shares:	**495**	**495**

Healthpeak Properties, Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** PEAK **Proxy Level:** 3

Record Date: 03/01/2023 **Meeting Type:** Annual **Meeting ID:** 1730216

Primary Security ID: 42250P103 **Primary CUSIP:** 42250P103 **Primary ISIN:** US42250P1030 **Primary SEDOL:** BJBLRK3

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

Votable Shares: 2,926 ***Shares on Loan:** 0 **Shares Instructed:** 2,926 **Shares Voted:** 2,926

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott M. Brinker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Healthpeak Properties, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Brian G. Cartwright	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director James B. Connor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Christine N. Garvey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director R. Kent Griffin, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director David B. Henry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Sara G. Lewis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Katherine M. Sandstrom	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Regular annual equity grants are entirely performance conditioned and the company will increase the overall weighting of quantitative financial metrics in the annual incentive program for FY23.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Approve 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.						
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 16.06 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/05/2023	Auto-Approved 04/05/2023		2,926	2,926
					Total Shares:	**2,926**	**2,926**

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Ingevity Corporation

Meeting Date: 04/27/2023	**Country:** USA	**Ticker:** NGVT	**Proxy Level:** 3
Record Date: 02/27/2023	**Meeting Type:** Annual	**Meeting ID:** 1727233	
Primary Security ID: 45688C107	**Primary CUSIP:** 45688C107	**Primary ISIN:** US45688C1071	**Primary SEDOL:** BD4LHG4
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 1,615	***Shares on Loan:** 0	**Shares Instructed:** 1,615	**Shares Voted:** 1,615

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean S. Blackwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Luis Fernandez-Moreno	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director John C. Fortson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Diane H. Gulyas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Bruce D. Hoechner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Frederick J. Lynch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Karen G. Narwold	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Daniel F. Sansone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director William J. Slocum	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Benjamin G. (Shon) Wright	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Ingevity Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.73 percent of the fees paid to the auditor are for non-audit purposes.						
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 03/22/2023	Auto-Approved 03/28/2023		1,615	1,615
					Total Shares:	**1,615**	**1,615**

J.B. Hunt Transport Services, Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** JBHT **Proxy Level:** 3

Record Date: 02/21/2023 **Meeting Type:** Annual **Meeting ID:** 1708413

Primary Security ID: 445658107 **Primary CUSIP:** 445658107 **Primary ISIN:** US4456581077 **Primary SEDOL:** 2445416

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

Votable Shares: 51 ***Shares on Loan:** 0 **Shares Instructed:** 51 **Shares Voted:** 51

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Francesca M. Edwardson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Wayne Garrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Sharilyn S. Gasaway	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Thad (John B., III) Hill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Bryan Hunt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Persio Lisboa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director John N. Roberts, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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J.B. Hunt Transport Services, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director James L. Robo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Kirk Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual and long-term incentives appear to be entirely performance based. However, concerns remain regarding certain elements of the long-term incentive plan, including lack of disclosure of targets and results as well as the utilization of an annual performance period for the majority of the long-term incentives.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/04/2023	Auto-Approved 04/04/2023		51	51
					Total Shares:	**51**	**51**

Johnson & Johnson

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** JNJ **Proxy Level:** 3

Record Date: 02/28/2023 **Meeting Type:** Annual **Meeting ID:** 1729404

Primary Security ID: 478160104 **Primary CUSIP:** 478160104 **Primary ISIN:** US4781601046 **Primary SEDOL:** 2475833

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

Votable Shares: 4,934 ***Shares on Loan:** 0 **Shares Instructed:** 4,934 **Shares Voted:** 4,934

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Mary C. Beckerle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director D. Scott Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Jennifer A. Doudna	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Joaquin Duato	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Marillyn A. Hewson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Paula A. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Hubert Joly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Mark B. McClellan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Anne M. Mulcahy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Mark A. Weinberger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1l	Elect Director Nadja Y. West	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 annual and long-term incentive programs are primarily performance based, and total reported pay for CEO Duato was significantly below that of his predecessor. In addition to pay being reasonably aligned, the company has provided additional disclosure details of certain exclusions from non-GAAP performance measures. However, it is noted that the company still does not specify exactly how the adjustments for litigation expenses connected to certain high-profile controversies have impacted incentive payouts.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.38 percent of the fees paid to the auditor are for non-audit purposes.						
5	Adopt Mandatory Arbitration Bylaw - Withdrawn	SH	No				
6	Report on Government Financial Support and Equitable Access to Covid-19 Products	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company's management of related risks throughout the expected lifetime of the vaccine.						

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Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders continue to raise concern surrounding the company's exclusion of large litigation-related costs from the executive compensation program, as evidenced by significant shareholder support for this proposal at last year's annual meeting. In addition, shareholders may have expected more robust disclosure and reconciliation in the proxy in order to better understand how these specific expenses impacted pay for its top executives. Given that the proposal would provide the board with flexibility to adjust the application of the policy in individual circumstances, with an explanation to shareholders, the request is not viewed as overly prescriptive.						
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons: - Additional disclosure would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related to extended patent exclusivities; and - Disclosure of the requested information would serve to provide greater assurance to shareholders that the firm's initiatives and practices sufficiently guard against potential financial, litigation and operational risks to the firm.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2023	Auto-Approved 04/18/2023		4,934	4,934
					Total Shares:	**4,934**	**4,934**

Lazard Ltd

Meeting Date: 04/27/2023 **Country:** Bermuda **Ticker:** LAZ **Proxy Level:** N/A

Record Date: 03/21/2023 **Meeting Type:** Annual **Meeting ID:** 1732606

Primary Security ID: G54050102 **Primary CUSIP:** G54050102 **Primary ISIN:** BMG540501027 **Primary SEDOL:** B081VQ7

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

Votable Shares: 744 ***Shares on Loan:** 0 **Shares Instructed:** 744 **Shares Voted:** 744

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth M. Jacobs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Michelle Jarrard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Iris Knobloch	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
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.						

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

Lazard Ltd

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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.29 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/03/2023	Auto-Approved 04/03/2023		744	744
					Total Shares:	**744**	**744**

Littelfuse, Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** LFUS **Proxy Level:** 3

Record Date: 02/28/2023 **Meeting Type:** Annual **Meeting ID:** 1730069

Primary Security ID: 537008104 **Primary CUSIP:** 537008104 **Primary ISIN:** US5370081045 **Primary SEDOL:** 2531832

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

Votable Shares: 77 ***Shares on Loan:** 0 **Shares Instructed:** 77 **Shares Voted:** 77

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kristina A. Cerniglia	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Tzau-Jin Chung	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Cary T. Fu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Maria C. Green	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Anthony Grillo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director David W. Heinzmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Gordon Hunter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Littelfuse, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director William P. Noglows	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						
5	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.52 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		77	77
			03/29/2023	03/29/2023			
					Total Shares:	**77**	**77**

NRG Energy, Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** NRG **Proxy Level:** 3

Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1729838

Primary Security ID: 629377508 **Primary CUSIP:** 629377508 **Primary ISIN:** US6293775085 **Primary SEDOL:** 2212922

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 324 ***Shares on Loan:** 0 **Shares Instructed:** 324 **Shares Voted:** 324

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director E. Spencer Abraham	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Antonio Carrillo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Matthew Carter, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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NRG Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Lawrence S. Coben	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST Lawrence S. Coben and Heather Cox are warranted given the concerns raised regarding the company's management and oversight of climate related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1e	Elect Director Heather Cox	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST Lawrence S. Coben and Heather Cox are warranted given the concerns raised regarding the company's management and oversight of climate related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1f	Elect Director Elisabeth B. Donohue	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Mauricio Gutierrez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Paul W. Hobby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Alexandra Pruner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Anne C. Schaumburg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price is reasonable, the number of shares reserved is relatively conservative, and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.						
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 CEO pay is reasonably aligned with company performance at this time. The majority of CEO pay is based on objective financial performance metrics, and the long-term incentive plan utilizes a multi-year relative TSR metric that targets above median performance.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 12.52 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/21/2023	Auto-Approved 04/21/2023		234	234

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NRG Energy, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/21/2023	Auto-Approved 04/21/2023		90	90
					Total Shares:	**324**	**324**

Pfizer Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** PFE **Proxy Level:** 3

Record Date: 03/01/2023 **Meeting Type:** Annual **Meeting ID:** 1729914

Primary Security ID: 717081103 **Primary CUSIP:** 717081103 **Primary ISIN:** US7170811035 **Primary SEDOL:** 2684703

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 9,143 ***Shares on Loan:** 0 **Shares Instructed:** 9,143 **Shares Voted:** 9,143

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Albert Bourla	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Susan Desmond-Hellmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.5	Elect Director Scott Gottlieb	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Helen H. Hobbs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Susan Hockfield	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Dan R. Littman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Shantanu Narayen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director James Quincey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director James C. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.13 percent of the fees paid to the auditor are for non-audit purposes.						
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 CEO pay and company performance are aligned for the year under review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company recently adopted a policy which limits cash severance to a reasonable basis and requires shareholder approval for agreements that contain cash severance above that limit. That policy provides adequate protections for shareholders as it pertains to potentially excessive severance payments. Lastly, no significant concerns are identified with respect to the company's severance arrangements or broad-based equity award treatment.						
6	Require Independent Board Chair	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.						
7	Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the company has faced recent criticism for its role in global COVID-19 vaccine inequity and additional information would allow shareholders to understand how the company is managing related risks.						
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices.						
9	Report on Political Expenditures Congruence	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the congruency of the company's public position with its and its political activities would provide shareholders needed information about reputational risks that may arise from publicity around perceived inconsistencies.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2023	Auto-Approved 04/18/2023		8,977	8,977

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Pfizer Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		166	166
			04/18/2023	04/18/2023			
					Total Shares:	**9,143**	**9,143**

Saia, Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** SAIA **Proxy Level:** 3

Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1730300

Primary Security ID: 78709Y105 **Primary CUSIP:** 78709Y105 **Primary ISIN:** US78709Y1055 **Primary SEDOL:** 2982399

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

Votable Shares: 575 ***Shares on Loan:** 0 **Shares Instructed:** 575 **Shares Voted:** 575

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Donna E. Epps	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director John P. Gainor, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Kevin A. Henry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Frederick J. Holzgrefe, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Donald R. James	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Randolph W. Melville	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Richard D. O'Dell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Saia, Inc.

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: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 03/30/2023	Auto-Approved 03/30/2023		575	575
					Total Shares:	**575**	**575**

Snap-on Incorporated

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** SNA **Proxy Level:** 3

Record Date: 02/27/2023 **Meeting Type:** Annual **Meeting ID:** 1726862

Primary Security ID: 833034101 **Primary CUSIP:** 833034101 **Primary ISIN:** US8330341012 **Primary SEDOL:** 2818740

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

Votable Shares: 207 ***Shares on Loan:** 0 **Shares Instructed:** 207 **Shares Voted:** 207

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David C. Adams	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.2	Elect Director Karen L. Daniel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.3	Elect Director Ruth Ann M. Gillis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% 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.						
1.4	Elect Director James P. Holden	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.5	Elect Director Nathan J. Jones	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% 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.						
1.6	Elect Director Henry W. Knueppel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.7	Elect Director W. Dudley Lehman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						

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Snap-on Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Gregg M. Sherrill	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.10	Elect Director Donald J. Stebbins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% 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.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.28 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although some concern remains regarding the significant weighting given to subjective metrics in the annual incentive program, a vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/04/2023	Auto-Approved 04/04/2023		207	207
					Total Shares:	**207**	**207**

Texas Instruments Incorporated

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** TXN **Proxy Level:** 3
Record Date: 03/01/2023 **Meeting Type:** Annual **Meeting ID:** 1728540
Primary Security ID: 882508104 **Primary CUSIP:** 882508104 **Primary ISIN:** US8825081040 **Primary SEDOL:** 2885409

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 446 ***Shares on Loan:** 0 **Shares Instructed:** 446 **Shares Voted:** 446

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Todd M. Bluedorn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Janet F. Clark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Carrie S. Cox	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Martin S. Craighead	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Curtis C. Farmer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Jean M. Hobby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Haviv Ilan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Ronald Kirk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Pamela H. Patsley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Robert E. Sanchez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Richard K. Templeton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The number of shares reserved is relatively conservative; and - The offer period is within the prescribed limits under Section 423 of the Internal Revenue Code.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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. The company continues to grant annual incentive awards according to a non-formulaic subjective review of company performance, and the long-term incentive awards are entirely time-based, lacking any long-term performance conditions. Nevertheless, CEO pay and company performance remain reasonably aligned at this time.						
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.54 percent of the fees paid to the auditor are for non-audit purposes.						

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Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	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 the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders ability to make use of the right, and the likelihood of abuse of the right is small.						
7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: see screen note						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/13/2023	Auto-Approved 04/13/2023		446	446
					Total Shares:	**446**	**446**

VICI Properties Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** VICI **Proxy Level:** 3

Record Date: 03/01/2023 **Meeting Type:** Annual **Meeting ID:** 1729022

Primary Security ID: 925652109 **Primary CUSIP:** 925652109 **Primary ISIN:** US9256521090 **Primary SEDOL:** BYWH073

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

Votable Shares: 917 ***Shares on Loan:** 0 **Shares Instructed:** 917 **Shares Voted:** 917

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James R. Abrahamson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Diana F. Cantor	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Monica H. Douglas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Elizabeth I. Holland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Craig Macnab	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Edward B. Pitoniak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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VICI Properties Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Michael D. Rumbolz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.85 percent of the fees paid to the auditor are for non-audit purposes.						
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 were reasonably aligned for the year in review. Annual incentive awards were based entirely on a pre-set financial goal and regular annual equity grants were majority performance conditioned with multi-year performance goals.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		917	917
			04/05/2023	04/05/2023			
					Total Shares:	**917**	**917**

Abbott Laboratories

Meeting Date: 04/28/2023 **Country:** USA **Ticker:** ABT **Proxy Level:** 3

Record Date: 03/01/2023 **Meeting Type:** Annual **Meeting ID:** 1730657

Primary Security ID: 002824100 **Primary CUSIP:** 002824100 **Primary ISIN:** US0028241000 **Primary SEDOL:** 2002305

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 2,576 ***Shares on Loan:** 0 **Shares Instructed:** 2,576 **Shares Voted:** 2,576

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	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Sally E. Blount	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Robert B. Ford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Paola Gonzalez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Michelle A. Kumbier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Darren W. McDew	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Nancy McKinstry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Michael G. O'Grady	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Michael F. Roman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Daniel J. Starks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director John G. Stratton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: 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: A vote FOR this item is warranted because only 21.01 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers. - High CEO pay in relation to company peer group CEO median pay levels.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	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. The company states that the current 20 percent ownership threshold to call for a special meeting is the lowest ownership threshold allowed by Illinois business law. Additionally, the one-year holding requirement that the proponent seeks to eliminate is not considered to be especially problematic.						
6	Require Independent Board Chair	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.						
7	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as a more comprehensive disclosure of the company's lobbying-related oversight mechanisms and trade association payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.						

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Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Yes	Against	Against	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted. Specific problematic litigation adjustments have not been identified at this time, and the proponent has not sufficiently established that the company's pay practices insulate executives from poor performance. Accordingly, the proponent's request to exclude a specific adjustment from the calculation of incentive program payouts is viewed as overly prescriptive. However, some shareholders may prefer the company to provide enhanced disclosure around the impacts that adjustments have on pay outcomes.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/13/2023	Auto-Approved 04/13/2023		2,476	2,476
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/13/2023	Auto-Approved 04/13/2023		100	100
					Total Shares:	**2,576**	**2,576**

Bank of Hawaii Corporation

Meeting Date: 04/28/2023 **Country:** USA **Ticker:** BOH **Proxy Level:** 3

Record Date: 03/02/2023 **Meeting Type:** Annual **Meeting ID:** 1730340

Primary Security ID: 062540109 **Primary CUSIP:** 062540109 **Primary ISIN:** US0625401098 **Primary SEDOL:** 2074070

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

Votable Shares: 78 ***Shares on Loan:** 0 **Shares Instructed:** 78 **Shares Voted:** 78

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director S. Haunani Apoliona	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Mark A. Burak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director John C. Erickson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Joshua D. Feldman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Peter S. Ho	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Michelle E. Hulst	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Bank of Hawaii Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Kent T. Lucien	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Elliot K. Mills	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Alicia E. Moy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Victor K. Nichols	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Barbara J. Tanabe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Dana M. Tokioka	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.13	Elect Director Raymond P. Vara, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.14	Elect Director Robert W. Wo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company s peers; - High CEO pay in relation to company peer group CEO median pay levels.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.70 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/07/2023	Auto-Approved 04/07/2023		78	78
					Total Shares:	**78**	**78**

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Black Knight, Inc.

Meeting Date: 04/28/2023 **Country:** USA **Ticker:** BKI **Proxy Level:** 5
Record Date: 03/30/2023 **Meeting Type:** Special **Meeting ID:** 1737976
Primary Security ID: 09215C105 **Primary CUSIP:** 09215C105 **Primary ISIN:** US09215C1053 **Primary SEDOL:** BDG75V1

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 267 ***Shares on Loan:** 0 **Shares Instructed:** 267 **Shares Voted:** 267

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. Although the revised consideration of $75.00 per share represents a 13.3 percent reduction to the initial offer price of $85.00 per share, the revised consideration still represents a premium of 26.6 percent to the unaffected price, the divestiture of the LOS business and the amendments to the termination fee provisions may improve closing certainty for BKI shareholders, and BKI's share price response to announcements regarding completion of the deal appears to indicate there is 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. Cash severance is double trigger and reasonably based, no excise tax gross-ups are payable, and equity awards will be assumed by the acquirer and will continue to be subject to double-trigger acceleration. However, the executive chairman (and recent former CEO) received a large discretionary cash bonus without a disclosed rationale for the award's size.						
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the underlying transaction (Item 1) merits support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/14/2023	Auto-Approved 04/14/2023		267	267
					Total Shares:	**267**	**267**

Kellogg Company

Meeting Date: 04/28/2023 **Country:** USA **Ticker:** K **Proxy Level:** 3
Record Date: 02/28/2023 **Meeting Type:** Annual **Meeting ID:** 1722522
Primary Security ID: 487836108 **Primary CUSIP:** 487836108 **Primary ISIN:** US4878361082 **Primary SEDOL:** 2486813

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 378 ***Shares on Loan:** 0 **Shares Instructed:** 378 **Shares Voted:** 378

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephanie A. Burns	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Steve Cahillane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director La June Montgomery Tabron	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Kellogg 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. Although a concern is noted regarding the lack of disclosure of forward-looking goals in the LTI plan, CEO pay and company performance are reasonably aligned at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 16.34 percent of the fees paid to the auditor are for non-audit purposes.						
5	Report on Civil Rights, Non-Discrimination and Returns to Merit Audit	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its diversity, equity, and inclusion initiatives and commitments.						
6	Report on Median Gender/Racial Pay Gap	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/14/2023	Auto-Approved 04/14/2023		378	378
					Total Shares:	**378**	**378**

TechnipFMC plc

Meeting Date: 04/28/2023 **Country:** United Kingdom **Ticker:** FTI **Proxy Level:** N/A

Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1730671

Primary Security ID: G87110105 **Primary CUSIP:** G87110105 **Primary ISIN:** GB00BDSFG982 **Primary SEDOL:** BDSFG98

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

Votable Shares: 1,067 ***Shares on Loan:** 0 **Shares Instructed:** 1,067 **Shares Voted:** 1,067

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas J. Pferdehirt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Claire S. Farley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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TechnipFMC plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Eleazar de Carvalho Filho	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Robert G. Gwin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director John O'Leary	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Margareth Ovrum	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kay G. Priestly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director John Yearwood	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Sophie Zurquiyah	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.						
3	Approve Directors' Remuneration Report	Mgmt	Yes	For	For	Against	Against
	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 with the U.S. review of executive compensation practices (under Item 2). Accordingly, a vote AGAINST this proposal is warranted.						
4	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.						
5	Ratify PwC as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
6	Reappoint PwC as U.K. Statutory Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.						
8	Authorise Issue of Equity	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the company has clarified that the combined effect of proposals 8 and 9 will be to limit share issuances under this authority to 20 percent of issued share capital.						

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TechnipFMC plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the company has clarified that the combined effect of proposals 8 and 9 will be to limit share issuances under this authority to 20 percent of issued share capital.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/21/2023	Auto-Approved 04/21/2023		1,067	1,067
					Total Shares:	**1,067**	**1,067**

The GEO Group, Inc.

Meeting Date: 04/28/2023 **Country:** USA **Ticker:** GEO **Proxy Level:** 3

Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1730724

Primary Security ID: 36162J106 **Primary CUSIP:** 36162J106 **Primary ISIN:** US36162J1060 **Primary SEDOL:** BNLYWQ1

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

Votable Shares: 517 ***Shares on Loan:** 0 **Shares Instructed:** 517 **Shares Voted:** 517

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas C. Bartzokis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jack Brewer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Jose Gordo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Scott M. Kernan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Lindsay L. Koren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Terry Mayotte	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Terry Mayotte and Andrew Shapiro for demonstrating poor responsiveness to shareholder concerns following last year's low say-on-pay support. A vote FOR the remaining director nominees is warranted.						
1g	Elect Director Andrew N. Shapiro	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Terry Mayotte and Andrew Shapiro for demonstrating poor responsiveness to shareholder concerns following last year's low say-on-pay support. A vote FOR the remaining director nominees is warranted.						

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

The GEO Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Julie Myers Wood	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director George C. Zoley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.66 percent of the fees paid to the auditor are for non-audit purposes.						
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 that the compensation committee demonstrated poor responsiveness to shareholder concerns following last year's low say-on-pay support. In addition, the company pays significant retirement benefits for life to two retiring NEOs and entered into a new NEO employment agreement which provides that the termination of employment for any reason will not affect such benefits, which appears to include voluntary resignations or a termination for cause.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Report on Third-Party Civil Rights Audit	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, the further due diligence provided by a third-party civil rights audit would increase transparency of The GEO Group's practices and allow shareholders to better evaluate the policy's effectiveness.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/11/2023	Auto-Approved 04/11/2023		517	517
					Total Shares:	**517**	**517**

Aflac Incorporated

Meeting Date: 05/01/2023 **Country:** USA **Ticker:** AFL **Proxy Level:** 3

Record Date: 02/21/2023 **Meeting Type:** Annual **Meeting ID:** 1729945

Primary Security ID: 001055102 **Primary CUSIP:** 001055102 **Primary ISIN:** US0010551028 **Primary SEDOL:** 2026361

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

Votable Shares: 1,250 ***Shares on Loan:** 0 **Shares Instructed:** 1,250 **Shares Voted:** 1,250

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel P. Amos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Aflac Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director W. Paul Bowers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Arthur R. Collins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Miwako Hosoda	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Thomas J. Kenny	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Georgette D. Kiser	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Karole F. Lloyd	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Nobuchika Mori	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Joseph L. Moskowitz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Barbara K. Rimer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Katherine T. Rohrer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 CEO pay and company performance are reasonably aligned at this time. Additionally, the majority of pay is conditioned on clearly disclosed financial performance metrics, and the equity awards granted to NEO's were entirely performance-conditioned.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/04/2023	Auto-Approved 04/04/2023		1,250	1,250

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Aflac Incorporated

Total Shares:	**1,250**	**1,250**

Eli Lilly and Company

Meeting Date: 05/01/2023	**Country:** USA	**Ticker:** LLY	**Proxy Level:** 3
Record Date: 02/21/2023	**Meeting Type:** Annual	**Meeting ID:** 1730661	
Primary Security ID: 532457108	**Primary CUSIP:** 532457108	**Primary ISIN:** US5324571083	**Primary SEDOL:** 2516152
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 323	***Shares on Loan:** 0	**Shares Instructed:** 323	**Shares Voted:** 323

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William G. Kaelin, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director David A. Ricks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Marschall S. Runge	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Karen Walker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Concerns remain regarding relative TSR awards that target median performance with no payout cap if absolute TSR is negative. However, equity awards were entirely performance-conditioned with multi-year performance periods and annual incentives were based on pre-set objective metrics.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.88 percent of the fees paid to the auditor are for non-audit purposes.						
5	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	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.						
6	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Eliminating the 80 percent supermajority voting requirements will enable shareholders to have a more meaningful voice in various governance matters 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.						

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Eli Lilly and Company

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 direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.						
8	Adopt Simple Majority Vote	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.						
9	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons: - Additional disclosure would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related to extended patent exclusivities; and - Disclosure of the requested information would serve to provide greater assurance to shareholders that the firm's initiatives and practices sufficiently guard against potential financial, litigation and operational risks to the company.						
10	Report on Risks of Supporting Abortion	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted as, on balance, the risks stemming from issuing the requested report appear to be greater than the risks to the company associated with its current disclosure and practices.						
11	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as more comprehensive information comparing Eli Lilly's public policy statements and lobbying efforts would benefit shareholders in assessing its management of related risks.						
12	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Eli Lilly s diversity, equity and inclusion efforts and management of related risks.						
13	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as it should be the ultimate decision of the board to oversee and manage any potential risks related to the company s trade association memberships, and the company is unable to control the accuracy of these associations disclosures.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		323	323
			04/19/2023	04/19/2023			
					Total Shares:	**323**	**323**

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Genuine Parts Company

Meeting Date: 05/01/2023	**Country:** USA	**Ticker:** GPC	**Proxy Level:** 3
Record Date: 02/22/2023	**Meeting Type:** Annual	**Meeting ID:** 1722877	
Primary Security ID: 372460105	**Primary CUSIP:** 372460105	**Primary ISIN:** US3724601055	**Primary SEDOL:** 2367480
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 1,547	***Shares on Loan:** 0	**Shares Instructed:** 1,547	**Shares Voted:** 1,547

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth W. Camp	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Richard Cox, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Paul D. Donahue	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Gary P. Fayard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director P. Russell Hardin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director John R. Holder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Donna W. Hyland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director John D. Johns	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Jean-Jacques Lafont	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Robert C. "Robin" Loudermilk, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Wendy B. Needham	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Juliette W. Pryor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.13	Elect Director E. Jenner Wood, III	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 gender and racial diversity on the board. There is at least 30 percent diversity.						

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Genuine Parts 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 as pay and performance are reasonably aligned at this time. The annual and long-term incentives are primarily based on pre-set financial metrics, and the 2023 long-term incentives will be based on multi-year performance.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 21.84 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,547	1,547
			04/05/2023	04/05/2023			
					Total Shares:	**1,547**	**1,547**

Planet Fitness, Inc.

Meeting Date: 05/01/2023 **Country:** USA **Ticker:** PLNT **Proxy Level:** 3

Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1732597

Primary Security ID: 72703H101 **Primary CUSIP:** 72703H101 **Primary ISIN:** US72703H1014 **Primary SEDOL:** BYSFJV8

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

Votable Shares: 1,680 ***Shares on Loan:** 0 **Shares Instructed:** 1,680 **Shares Voted:** 1,680

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Enshalla Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Stephen Spinelli, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted governance committee member Stephen Spinelli Jr. 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 impacts shareholder rights.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.64 percent of the fees paid to the auditor are for non-audit purposes.						

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Planet Fitness, 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	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/03/2023	Auto-Approved 04/03/2023		1,680	1,680
					Total Shares:	**1,680**	**1,680**

American Express Company

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** AXP **Proxy Level:** 3

Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1730665

Primary Security ID: 025816109 **Primary CUSIP:** 025816109 **Primary ISIN:** US0258161092 **Primary SEDOL:** 2026082

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

Votable Shares: 799 ***Shares on Loan:** 0 **Shares Instructed:** 799 **Shares Voted:** 799

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas J. Baltimore	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director John J. Brennan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Peter Chernin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Walter J. Clayton, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Ralph de la Vega	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Theodore J. Leonsis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Deborah P. Majoras	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Karen L. Parkhill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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American Express Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Charles E. Phillips	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Lynn A. Pike	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Stephen J. Squeri	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Daniel L. Vasella	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1m	Elect Director Lisa W. Wardell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director Christopher D. Young	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.88 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The increase in CEO pay is primarily driven by a one-time equity award valued by the company at $15 million. On the positive side, the award requires significant TSR appreciation to vest. However, the sustainment requirement period is relatively short and may reward short-term spikes in share price without long-term sustained share price appreciation. Additionally, although annual LTI awards are predominantly based on rigorous, clearly disclosed goals, there are significant concerns regarding STI program structure and disclosure. The majority of the corporate component is based on goals for which quantified targets are not disclosed. The proxy also does not disclose threshold or maximum goals for any metrics, individual metric weightings, nor sufficient details around the CEO's individual performance component (which was achieved at maximum). In light of the concerns noted above, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The board's severance plan document establishes a reasonable limit on cash severance. However, the proxy does not disclose a policy or requirement that payments in excess of amounts provided under the plan are subject to shareholder approval. Without such a requirement, shareholders do not have adequate assurances that the company's current practice safeguards against excessive severance payments.						
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the potential risks and costs associated with the fulfilment of information requests for the enforcement of state laws related to reproductive rights would allow shareholders to assess how the company is managing such risks.						

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

American Express Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		799	799
			04/11/2023	04/11/2023			
					Total Shares:	**799**	**799**

Baxter International Inc.

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** BAX **Proxy Level:** 3

Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1732906

Primary Security ID: 071813109 **Primary CUSIP:** 071813109 **Primary ISIN:** US0718131099 **Primary SEDOL:** 2085102

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

Votable Shares: 684 ***Shares on Loan:** 0 **Shares Instructed:** 684 **Shares Voted:** 684

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Michael F. Mahoney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Patricia B. Morrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Stephen N. Oesterle	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Nancy M. Schlichting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Brent Shafer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Cathy R. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Amy A. Wendell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director David S. Wilkes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Peter M. Wilver	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Baxter 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	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - There is high CEO pay relative to company performance compared to the company's peers.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.56 percent of the fees paid to the auditor are for non-audit purposes.						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this item is warranted. The company maintains a policy which limits cash severance to a reasonable basis, absent shareholder approval, and no significant concerns are identified with respect to the company's severance arrangements or broad-based equity award treatment.						
6	Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		684	684
			04/20/2023	04/20/2023			
					Total Shares:	**684**	**684**

Bristol-Myers Squibb Company

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** BMY **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1733265

Primary Security ID: 110122108 **Primary CUSIP:** 110122108 **Primary ISIN:** US1101221083 **Primary SEDOL:** 2126335

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 3,400 ***Shares on Loan:** 0 **Shares Instructed:** 3,400 **Shares Voted:** 3,400

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1B	Elect Director Deepak L. Bhatt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1C	Elect Director Giovanni Caforio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1D	Elect Director Julia A. Haller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1E	Elect Director Manuel Hidalgo Medina	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1F	Elect Director Paula A. Price	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1G	Elect Director Derica W. Rice	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1H	Elect Director Theodore R. Samuels	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1I	Elect Director Gerald L. Storch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1J	Elect Director Karen H. Vousden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1K	Elect Director Phyllis R. Yale	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.53 percent of the fees paid to the auditor are for non-audit purposes.						
5	Require Independent Board Chair	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.						
6	Commission a Civil Rights and Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its diversity, equity, and inclusion initiatives and commitments.						

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Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Amend Right to Call Special Meeting	SH	Yes	Against	Against	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted. The special meeting right may only be utilized by shareholders of record; however, this requirement is not considered a material restriction nor problematic.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/17/2023	Auto-Approved 04/17/2023		3,276	3,276
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/17/2023	Auto-Approved 04/17/2023		124	124
					Total Shares:	**3,400**	**3,400**

Expeditors International of Washington, Inc.

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** EXPD **Proxy Level:** 3

Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1731947

Primary Security ID: 302130109 **Primary CUSIP:** 302130109 **Primary ISIN:** US3021301094 **Primary SEDOL:** 2325507

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

Votable Shares: 178 ***Shares on Loan:** 0 **Shares Instructed:** 178 **Shares Voted:** 178

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn M. Alger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Robert P. Carlile	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director James M. DuBois	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Mark A. Emmert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Diane H. Gulyas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Jeffrey S. Musser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Brandon S. Pedersen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Liane J. Pelletier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Expeditors International of Washington, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Olivia D. Polius	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although some concern is raised given the funding structure for annual incentive awards carries the potential for substantial cash payouts, a vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted. While the company's current severance arrangements are within market practice, the implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.						
6	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Expeditor s diversity, equity and inclusion efforts and management of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/17/2023	Auto-Approved 04/17/2023		178	178
					Total Shares:	**178**	**178**

Hubbell Incorporated

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** HUBB **Proxy Level:** 3

Record Date: 03/03/2023 **Meeting Type:** Annual **Meeting ID:** 1731282

Primary Security ID: 443510607 **Primary CUSIP:** 443510607 **Primary ISIN:** US4435106079 **Primary SEDOL:** BDFG6S3

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

Votable Shares: 203 ***Shares on Loan:** 0 **Shares Instructed:** 203 **Shares Voted:** 203

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gerben W. Bakker	Mgmt	Yes	For	For	For	For

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Hubbell Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Carlos M. Cardoso	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Anthony J. Guzzi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Rhett A. Hernandez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Neal J. Keating	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Bonnie C. Lind	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director John F. Malloy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Jennifer M. Pollino	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.						
1.9	Elect Director John G. Russell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/07/2023	Auto-Approved 04/07/2023		203	203
					Total Shares:	**203**	**203**

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MGM Resorts International

Meeting Date: 05/02/2023	**Country:** USA	**Ticker:** MGM	**Proxy Level:** 3
Record Date: 03/09/2023	**Meeting Type:** Annual	**Meeting ID:** 1733245	
Primary Security ID: 552953101	**Primary CUSIP:** 552953101	**Primary ISIN:** US5529531015	**Primary SEDOL:** 2547419
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 278	***Shares on Loan:** 0	**Shares Instructed:** 278	**Shares Voted:** 278

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barry Diller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Alexis M. Herman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director William J. Hornbuckle	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Mary Chris Jammet	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Joey Levin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Rose McKinney-James	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Keith A. Meister	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Paul Salem	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Jan G. Swartz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Daniel J. Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Ben Winston	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.79 percent of the fees paid to the auditor are for non-audit purposes.						

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MGM Resorts International

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 CEO pay and company performance are reasonably aligned at this time. The majority of equity awards are conditioned on long-term TSR performance targets and the proxy states that the annual incentive awards for FY2023 will be conditioned primarily on a full-year EBITDAR metric.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/05/2023	Auto-Approved 04/05/2023		278	278
					Total Shares:	**278**	**278**

OmnicomGroup Inc.

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** OMC **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1733209

Primary Security ID: 681919106 **Primary CUSIP:** 681919106 **Primary ISIN:** US6819191064 **Primary SEDOL:** 2279303

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

Votable Shares: 473 ***Shares on Loan:** 0 **Shares Instructed:** 473 **Shares Voted:** 473

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John D. Wren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Mary C. Choksi	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is retired from active employment and sits on boards at more than 5 public companies.						
1.3	Elect Director Leonard S. Coleman, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Mark D. Gerstein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Ronnie S. Hawkins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Deborah J. Kissire	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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OmnicomGroup Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Gracia C. Martore	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.8	Elect Director Patricia Salas Pineda	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Linda Johnson Rice	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Valerie M. Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 CEO pay and company performance are reasonably aligned at this time and the majority of pay is conditioned on objective financial performance metrics. Nevertheless, a concern is noted regarding the reduced annual incentive performance targets compared to the prior year, and the lack of forward-looking performance targets underlying the PRSUs.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.85 percent of the fees paid to the auditor are for non-audit purposes.						
5	Require Independent Board Chair	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/07/2023	Auto-Approved 04/07/2023		473	473
					Total Shares:	**473**	**473**

Packaging Corporation of America

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** PKG **Proxy Level:** 3

Record Date: 03/14/2023 **Meeting Type:** Annual **Meeting ID:** 1733022

Primary Security ID: 695156109 **Primary CUSIP:** 695156109 **Primary ISIN:** US6951561090 **Primary SEDOL:** 2504566

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

Packaging Corporation of America

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

Votable Shares: 577 ***Shares on Loan:** 0 **Shares Instructed:** 577 **Shares Voted:** 577

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cheryl K. Beebe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Duane C. Farrington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Donna A. Harman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Mark W. Kowlzan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Robert C. Lyons	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Thomas P. Maurer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Samuel M. Mencoff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Roger B. Porter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Thomas S. Souleles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Paul T. Stecko	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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. The annual and long-term incentives are primarily based on pre-set financial metrics and, in the case of long-term incentives, are measured over a multi-year performance period. That being said, some concerns remain regarding the TSR portion of the performance equity awards, which targets median performance and lacks a cap in the event of negative absolute TSR.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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

Packaging Corporation of America

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		577	577
			04/07/2023	04/07/2023			
					Total Shares:	**577**	**577**

Public Storage

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** PSA **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1732587

Primary Security ID: 74460D109 **Primary CUSIP:** 74460D109 **Primary ISIN:** US74460D1090 **Primary SEDOL:** 2852533

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

Votable Shares: 220 ***Shares on Loan:** 0 **Shares Instructed:** 220 **Shares Voted:** 220

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald L. Havner, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Tamara Hughes Gustavson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Leslie S. Heisz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Shankh S. Mitra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director David J. Neithercut	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Rebecca Owen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kristy M. Pipes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Avedick B. Poladian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director John Reyes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Joseph D. Russell, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Public Storage

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Tariq M. Shaukat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Ronald P. Spogli	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Paul S. Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.47 percent of the fees paid to the auditor are for non-audit purposes.						
5	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change-related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2023	Auto-Approved 04/18/2023		220	220
					Total Shares:	**220**	**220**

Service Corporation International

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** SCI **Proxy Level:** 3

Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1733208

Primary Security ID: 817565104 **Primary CUSIP:** 817565104 **Primary ISIN:** US8175651046 **Primary SEDOL:** 2797560

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

Votable Shares: 371 ***Shares on Loan:** 0 **Shares Instructed:** 371 **Shares Voted:** 371

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan R. Buckwalter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Service Corporation International

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Anthony L. Coelho	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Jakki L. Haussler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Victor L. Lund	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Ellen Ochoa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Thomas L. Ryan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director C. Park Shaper	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Sara Martinez Tucker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director W. Blair Waltrip	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Marcus A. Watts	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.22 percent of the fees paid to the auditor are for non-audit purposes.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/03/2023	Auto-Approved 04/03/2023		371	371
					Total Shares:	**371**	**371**

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AptarGroup, Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** ATR **Proxy Level:** 3
Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1733673
Primary Security ID: 038336103 **Primary CUSIP:** 038336103 **Primary ISIN:** US0383361039 **Primary SEDOL:** 2045247

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 1,431 ***Shares on Loan:** 0 **Shares Instructed:** 1,431 **Shares Voted:** 1,431

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George L. Fotiades	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Candace Matthews	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director B. Craig Owens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Julie Xing	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.46 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/13/2023	Auto-Approved 04/13/2023		1,431	1,431
					Total Shares:	**1,431**	**1,431**

Brown & Brown, Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** BRO **Proxy Level:** 3
Record Date: 02/27/2023 **Meeting Type:** Annual **Meeting ID:** 1732611
Primary Security ID: 115236101 **Primary CUSIP:** 115236101 **Primary ISIN:** US1152361010 **Primary SEDOL:** 2692687

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Brown & Brown, Inc.

Votable Shares: 161 | **Total Ballots:** 1 | ***Shares on Loan:** 0 | **Voting Policy:** UUA | **Shares Instructed:** 161 | **Shares Voted:** 161

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Hyatt Brown	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.2	Elect Director J. Powell Brown	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.3	Elect Director Lawrence L. Gellerstedt, III	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.4	Elect Director James C. Hays	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.5	Elect Director Theodore J. Hoepner	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.6	Elect Director James S. Hunt	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.7	Elect Director Toni Jennings	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.8	Elect Director Timothy R.M. Main	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.9	Elect Director Jaymin B. Patel	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.10	Elect Director H. Palmer Proctor, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.11	Elect Director Wendell S. Reilly	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.12	Elect Director Chilton D. Varner	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives and - The company provides excise tax-gross ups in existing agreements.						

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Brown & Brown, 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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/31/2023	Auto-Approved 04/03/2023		161	161
					Total Shares:	**161**	**161**

CF Industries Holdings, Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** CF **Proxy Level:** 3

Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1732501

Primary Security ID: 125269100 **Primary CUSIP:** 125269100 **Primary ISIN:** US1252691001 **Primary SEDOL:** B0G4K50

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

Votable Shares: 123 ***Shares on Loan:** 0 **Shares Instructed:** 123 **Shares Voted:** 123

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Javed Ahmed	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Robert C. Arzbaecher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Deborah L. DeHaas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director John W. Eaves	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Stephen J. Hagge	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jesus Madrazo Yris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Anne P. Noonan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Michael J. Toelle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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CF Industries Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Theresa E. Wagler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Celso L. White	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director W. Anthony Will	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted as pay is reasonably aligned with performance. Although a concern is noted about the use of one-year performance periods for the performance-based portion of the LTIP, the majority of CEO pay remains conditioned on objective financial performance, with clear disclosure of goals and weightings.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
6	Require Independent Board Chair	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/13/2023	Auto-Approved 04/13/2023		123	123
					Total Shares:	**123**	**123**

Enbridge Inc.

Meeting Date: 05/03/2023 **Country:** Canada **Ticker:** ENB **Proxy Level:** 4

Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1714120

Primary Security ID: 29250N105 **Primary CUSIP:** 29250N105 **Primary ISIN:** CA29250N1050 **Primary SEDOL:** 2466149

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

Votable Shares: 125 ***Shares on Loan:** 0 **Shares Instructed:** 125 **Shares Voted:** 125

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mayank M. Ashar	Mgmt	Yes	For	For	Against	Against

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Mayank (Mike) Ashar, Teresa Madden, Stephen Poloz and S. Jane Rowe for lack of diversity on the board. Vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Susan Cunningham, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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. - Vote AGAINST board chair Pamela (Pam) Carter 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. Vote FOR the remaining proposed nominees at this time.						
1.2	Elect Director Gaurdie E. Banister	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Mayank (Mike) Ashar, Teresa Madden, Stephen Poloz and S. Jane Rowe for lack of diversity on the board. Vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Susan Cunningham, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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. - Vote AGAINST board chair Pamela (Pam) Carter 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. Vote FOR the remaining proposed nominees at this time.						
1.3	Elect Director Pamela L. Carter	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Mayank (Mike) Ashar, Teresa Madden, Stephen Poloz and S. Jane Rowe for lack of diversity on the board. Vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Susan Cunningham, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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. - Vote AGAINST board chair Pamela (Pam) Carter 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. Vote FOR the remaining proposed nominees at this time.						
1.4	Elect Director Susan M. Cunningham	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Mayank (Mike) Ashar, Teresa Madden, Stephen Poloz and S. Jane Rowe for lack of diversity on the board. Vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Susan Cunningham, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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. - Vote AGAINST board chair Pamela (Pam) Carter 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. Vote FOR the remaining proposed nominees at this time.						
1.5	Elect Director Gregory L. Ebel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Mayank (Mike) Ashar, Teresa Madden, Stephen Poloz and S. Jane Rowe for lack of diversity on the board. Vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Susan Cunningham, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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. - Vote AGAINST board chair Pamela (Pam) Carter 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. Vote FOR the remaining proposed nominees at this time.						

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Enbridge Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Jason B. Few	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Mayank (Mike) Ashar, Teresa Madden, Stephen Poloz and S. Jane Rowe for lack of diversity on the board. Vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Susan Cunningham, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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. - Vote AGAINST board chair Pamela (Pam) Carter 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. Vote FOR the remaining proposed nominees at this time.						
1.7	Elect Director Teresa S. Madden	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Mayank (Mike) Ashar, Teresa Madden, Stephen Poloz and S. Jane Rowe for lack of diversity on the board. Vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Susan Cunningham, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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. - Vote AGAINST board chair Pamela (Pam) Carter 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. Vote FOR the remaining proposed nominees at this time.						
1.8	Elect Director Stephen S. Poloz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Mayank (Mike) Ashar, Teresa Madden, Stephen Poloz and S. Jane Rowe for lack of diversity on the board. Vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Susan Cunningham, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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. - Vote AGAINST board chair Pamela (Pam) Carter 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. Vote FOR the remaining proposed nominees at this time.						
1.9	Elect Director S. Jane Rowe	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Mayank (Mike) Ashar, Teresa Madden, Stephen Poloz and S. Jane Rowe for lack of diversity on the board. Vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Susan Cunningham, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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. - Vote AGAINST board chair Pamela (Pam) Carter 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. Vote FOR the remaining proposed nominees at this time.						
1.10	Elect Director Dan C. Tutcher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Mayank (Mike) Ashar, Teresa Madden, Stephen Poloz and S. Jane Rowe for lack of diversity on the board. Vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Susan Cunningham, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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. - Vote AGAINST board chair Pamela (Pam) Carter 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. Vote FOR the remaining proposed nominees at this time.						

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Enbridge Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Steven W. Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Mayank (Mike) Ashar, Teresa Madden, Stephen Poloz and S. Jane Rowe for lack of diversity on the board. Vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Susan Cunningham, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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. - Vote AGAINST board chair Pamela (Pam) Carter 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. Vote FOR the remaining proposed nominees at this time.						
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 (10 percent) were reasonable relative to total fees paid to the auditor.						
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR this non-binding advisory vote.After applying the financial performance assessment test, the overall quantitative pay-for-performance screen exhibited a high concern, which has adjusted to a medium level following further qualitative analysis.						
4	Re-approve Shareholder Rights Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR the shareholder rights plan because it is a "new generation" plan that is structured to protect the interests of shareholders in the event of a bid for their shares.						
	Shareholder Proposals	Mgmt	No				
5	SP 1: Report on Lobbying and Political Donations	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying practices and policies, including its pattern of lobbying and political donations, would benefit shareholders in assessing its management of related risks.						
6	SP 2: Disclose the Company's Scope 3 Emissions	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as disclosing the company's Scope 3 emissions would provide assurance to shareholders that the company is managing climate related risks and reputational risks appropriately.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/17/2023	Auto-Approved 04/17/2023		125	125
					Total Shares:	**125**	**125**

Eversource Energy

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** ES **Proxy Level:** 3

Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1733998

Primary Security ID: 30040W108 **Primary CUSIP:** 30040W108 **Primary ISIN:** US30040W1080 **Primary SEDOL:** BVVN4Q8

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Eversource Energy

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

Votable Shares: 1,349 ***Shares on Loan:** 0 **Shares Instructed:** 1,349 **Shares Voted:** 1,349

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Francis A. Doyle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Linda Dorcena Forry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Gregory M. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Loretta D. Keane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director John Y. Kim	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Kenneth R. Leibler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director David H. Long	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Joseph R. Nolan, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director William C. Van Faasen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Frederica M. Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Though relative TSR continued to target median performance with no payout cap if absolute TSR is negative, equity awards were majority performance-conditioned with multi-year performance periods and annual incentives were primarily based on pre-set performance goals.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						

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Eversource Energy

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the size of the proposed increase in the number of authorized shares of common stock is reasonable and there are no substantial concerns with the company's past use of shares.						
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.33 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/13/2023	Auto-Approved 04/13/2023		1,349	1,349
					Total Shares:	**1,349**	**1,349**

Gilead Sciences, Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** GILD **Proxy Level:** 3

Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1733231

Primary Security ID: 375558103 **Primary CUSIP:** 375558103 **Primary ISIN:** US3755581036 **Primary SEDOL:** 2369174

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

Votable Shares: 1,644 ***Shares on Loan:** 0 **Shares Instructed:** 1,644 **Shares Voted:** 1,644

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jeffrey A. Bluestone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Sandra J. Horning	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Kelly A. Kramer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Kevin E. Lofton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Harish Manwani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Daniel P. O'Day	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Gilead Sciences, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Javier J. Rodriguez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Anthony Welters	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: 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: A vote FOR this item is warranted because only 13.94 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although some concern regarding incentive goal rigor is raised, 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The number of shares reserved is relatively conservative; and - The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.						
6	Require More Director Nominations Than Open Seats	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the proponent has not made a compelling case that the proposed change in the director election process would improve the composition of the board or the performance of the company.						
7	Amend Right to Call Special Meeting	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the holder of record requirement is common, not especially problematic, and consistent with SEC requirements.						
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons:- Additional disclosure would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related to extended patent exclusivities; and- Disclosure of the requested information would serve to provide greater assurance to shareholders that the company's initiatives and practices sufficiently guard against potential financial, litigation, and operational risks to the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,644	1,644
			04/21/2023	04/21/2023			
					Total Shares:	**1,644**	**1,644**

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International Flavors & Fragrances Inc.

Meeting Date: 05/03/2023	**Country:** USA	**Ticker:** IFF	**Proxy Level:** 3
Record Date: 03/08/2023	**Meeting Type:** Annual	**Meeting ID:** 1730727	
Primary Security ID: 459506101	**Primary CUSIP:** 459506101	**Primary ISIN:** US4595061015	**Primary SEDOL:** 2464165
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 336	***Shares on Loan:** 0	**Shares Instructed:** 336	**Shares Voted:** 336

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathryn J. Boor	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Barry A. Bruno	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Frank K. Clyburn, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Mark J. Costa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Carol Anthony (John) Davidson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Roger W. Ferguson, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director John F. Ferraro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Christina Gold	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Gary Hu	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Kevin O'Byrne	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Dawn C. Willoughby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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. Pay and performance are reasonably aligned at this time, and payouts under both the annual and long-term incentive programs are commensurate with company performance and shareholder outcomes.						

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International Flavors & Fragrances 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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/14/2023	Auto-Approved 04/14/2023		336	336
					Total Shares:	**336**	**336**

Moderna, Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** MRNA **Proxy Level:** 3

Record Date: 03/08/2023 **Meeting Type:** Annual **Meeting ID:** 1729439

Primary Security ID: 60770K107 **Primary CUSIP:** 60770K107 **Primary ISIN:** US60770K1079 **Primary SEDOL:** BGSXTS3

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

Votable Shares: 478 ***Shares on Loan:** 0 **Shares Instructed:** 478 **Shares Voted:** 478

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen Berenson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Sandra Horning	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Paul Sagan	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent governance committee member Paul Sagan given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights.A vote FOR the remaining director nominees is warranted.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Some concern is raised given the upward adjustment to financial metric achievements in the annual incentive program and annual equity grants that remain majority time-based. However, as pay and performance are reasonably aligned at this time, a vote FOR this proposal is warranted.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 24.39 percent of the fees paid to the auditor are for non-audit purposes.						
4	Report on Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the company has faced recent criticism and for its role in global COVID-19 vaccine inequity and additional information would allow shareholders to understand how the company is managing related risks.						

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Moderna, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/21/2023	Auto-Approved 04/21/2023		478	478
					Total Shares:	**478**	**478**

PepsiCo, Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** PEP **Proxy Level:** 3

Record Date: 03/01/2023 **Meeting Type:** Annual **Meeting ID:** 1731975

Primary Security ID: 713448108 **Primary CUSIP:** 713448108 **Primary ISIN:** US7134481081 **Primary SEDOL:** 2681511

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

Votable Shares: 1,243 ***Shares on Loan:** 0 **Shares Instructed:** 1,243 **Shares Voted:** 1,243

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jennifer Bailey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Cesar Conde	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Ian Cook	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Edith W. Cooper	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Susan M. Diamond	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Dina Dublon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Michelle Gass	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Ramon L. Laguarta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Dave J. Lewis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director David C. Page	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Robert C. Pohlad	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Daniel Vasella	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1n	Elect Director Darren Walker	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1o	Elect Director Alberto Weisser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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 were reasonably aligned for the year in review, though shareholders would benefit from improved disclosure surrounding the annual incentive.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Require Independent Board Chair	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.						
6	Issue Transparency Report on Global Public Policy and Political Influence	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as increased global transparency and disclosure around its memberships in political organizations and lobbying expenditures, as well as the company's its management- and board-level oversight of spending would help shareholders evaluate the company's management of related risks and benefits.						
7	Report on Impacts of Restrictive Reproductive Healthcare Legislation	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.						
8	Publish Annual Congruency Report on Net-Zero Emissions Policy	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted at this time because the company publishes its GHG emissions targets, and its emissions generated from employee travel. This information allows shareholders to assess the company's congruence between its publicly stated goals, and its policies and expenditures on employee travel.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/19/2023	Auto-Approved 04/19/2023		1,243	1,243

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

PepsiCo, Inc.

Total Shares:	1,243	1,243

Regency Centers Corporation

Meeting Date: 05/03/2023	**Country:** USA	**Ticker:** REG	**Proxy Level:** 3
Record Date: 03/10/2023	**Meeting Type:** Annual	**Meeting ID:** 1732326	
Primary Security ID: 758849103	**Primary CUSIP:** 758849103	**Primary ISIN:** US7588491032	**Primary SEDOL:** 2726177
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 2,619	***Shares on Loan:** 0	**Shares Instructed:** 2,619	**Shares Voted:** 2,619

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	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Bryce Blair	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director C. Ronald Blankenship	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Kristin A. Campbell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Deirdre J. Evens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Thomas W. Furphy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Karin M. Klein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Peter D. Linneman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director David P. O'Connor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Lisa Palmer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director James H. Simmons, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Regency Centers Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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. Though concerns about the rigor of the long-term incentive program continue, equity awards are majority performance-conditioned with a multi-year performance period and annual incentives are primarily based on a pre-set financial metric.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.65 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/06/2023	Auto-Approved 04/06/2023		2,619	2,619
					Total Shares:	**2,619**	**2,619**

S&P Global Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** SPGI **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1732143

Primary Security ID: 78409V104 **Primary CUSIP:** 78409V104 **Primary ISIN:** US78409V1044 **Primary SEDOL:** BYV2325

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

Votable Shares: 557 ***Shares on Loan:** 0 **Shares Instructed:** 557 **Shares Voted:** 557

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Jacques Esculier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Gay Huey Evans	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director William D. Green	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Stephanie C. Hill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Rebecca Jacoby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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S&P Global Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Robert P. Kelly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Ian Paul Livingston	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Deborah D. McWhinney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Maria R. Morris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Douglas L. Peterson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Richard E. Thornburgh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.13	Elect Director Gregory Washington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Equity awards were primarily performance-conditioned and used multi-year performance periods and one-time merger awards were entirely performance-conditioned. Additionally, annual incentives were approximately half based on pre-set financial metrics.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 10.95 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/14/2023	Auto-Approved 04/14/2023		557	557
					Total Shares:	**557**	**557**

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Spirit Realty Capital, Inc.

Meeting Date: 05/03/2023	**Country:** USA	**Ticker:** SRC	**Proxy Level:** 3
Record Date: 03/09/2023	**Meeting Type:** Annual	**Meeting ID:** 1732935	
Primary Security ID: 84860W300	**Primary CUSIP:** 84860W300	**Primary ISIN:** US84860W3007	**Primary SEDOL:** BHHZBZ8
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 100	***Shares on Loan:** 0	**Shares Instructed:** 100	**Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin M. Charlton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Elizabeth F. Frank	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Michelle M. Frymire	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Kristian M. Gathright	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Richard I. Gilchrist	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Jackson Hsieh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Diana M. Laing	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Nicholas P. Shepherd	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Thomas J. Sullivan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: 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: A vote FOR this item is warranted because only 11.09 percent of the fees paid to the auditor are for non-audit purposes.						
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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/10/2023	Auto-Approved 04/10/2023		100	100

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Spirit Realty Capital, Inc.

Total Shares:	**100**	**100**

Alaska Air Group

Meeting Date: 05/04/2023	**Country:** USA	**Ticker:** ALK	**Proxy Level:** 3
Record Date: 03/10/2023	**Meeting Type:** Annual	**Meeting ID:** 1734033	
Primary Security ID: 011659109	**Primary CUSIP:** 011659109	**Primary ISIN:** US0116591092	**Primary SEDOL:** 2012605
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 107	***Shares on Loan:** 0	**Shares Instructed:** 107	**Shares Voted:** 107

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patricia M. Bedient	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director James A. Beer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Raymond L. Conner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Daniel K. Elwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Dhiren R. Fonseca	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kathleen T. Hogan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Adrienne R. Lofton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Benito Minicucci	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Helvi K. Sandvik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director J. Kenneth Thompson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Eric K. Yeaman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Alaska Air Group

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 noted in last year's report, executive pay levels are overstated in proxy pay tables due to CARES Act limits on executive compensation. While pay and performance were reasonably aligned for the most recent year, investors are advised to continue monitoring pay levels at the company, as CARES Act restrictions are expected to lapse during 2023.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		107	107
			04/07/2023	04/07/2023			
					Total Shares:	**107**	**107**

AMETEK, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** AME **Proxy Level:** 3

Record Date: 03/09/2023 **Meeting Type:** Annual **Meeting ID:** 1727793

Primary Security ID: 031100100 **Primary CUSIP:** 031100100 **Primary ISIN:** US0311001004 **Primary SEDOL:** 2089212

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

Votable Shares: 646 ***Shares on Loan:** 0 **Shares Instructed:** 646 **Shares Voted:** 646

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Amato	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Anthony J. Conti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Gretchen W. McClain	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.						

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AMETEK, 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.99 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/10/2023	Auto-Approved 04/10/2023		646	646
					Total Shares:	**646**	**646**

Boston Scientific Corporation

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** BSX **Proxy Level:** 3

Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1732600

Primary Security ID: 101137107 **Primary CUSIP:** 101137107 **Primary ISIN:** US1011371077 **Primary SEDOL:** 2113434

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

Votable Shares: 2,596 ***Shares on Loan:** 0 **Shares Instructed:** 2,596 **Shares Voted:** 2,596

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	Against	Against
	Voting Policy Rationale: 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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Yoshiaki Fujimori	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Edward J. Ludwig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Michael F. Mahoney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director David J. Roux	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director John E. Sununu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Boston Scientific Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director David S. Wichmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Ellen M. Zane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual incentives are primarily based on pre-set financial goals. In addition, the long-term incentives are largely performance-based.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/10/2023	Auto-Approved 04/10/2023		2,596	2,596
					Total Shares:	**2,596**	**2,596**

C.H. Robinson Worldwide, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** CHRW **Proxy Level:** 3

Record Date: 03/08/2023 **Meeting Type:** Annual **Meeting ID:** 1731841

Primary Security ID: 12541W209 **Primary CUSIP:** 12541W209 **Primary ISIN:** US12541W2098 **Primary SEDOL:** 2116228

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

Votable Shares: 272 ***Shares on Loan:** 0 **Shares Instructed:** 272 **Shares Voted:** 272

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott P. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director James J. Barber, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Kermit R. Crawford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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

C.H. Robinson Worldwide, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Timothy C. Gokey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Mark A. Goodburn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Mary J. Steele Guilfoile	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Jodee A. Kozlak	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Henry J. Maier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director James B. Stake	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Paula C. Tolliver	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Henry W. 'Jay' Winship	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. The annual incentives are based on a pre-set financial metric and half of the long-term incentive plan is performance-based.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.57 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/07/2023	Auto-Approved 04/07/2023		272	272
					Total Shares:	**272**	**272**

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

Capital One Financial Corporation

Meeting Date: 05/04/2023	**Country:** USA	**Ticker:** COF	**Proxy Level:** 3
Record Date: 03/08/2023	**Meeting Type:** Annual	**Meeting ID:** 1732653	
Primary Security ID: 14040H105	**Primary CUSIP:** 14040H105	**Primary ISIN:** US14040H1059	**Primary SEDOL:** 2654461
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 637	***Shares on Loan:** 0	**Shares Instructed:** 637	**Shares Voted:** 637

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard D. Fairbank	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Ime Archibong	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Christine Detrick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Ann Fritz Hackett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Peter Thomas Killalea	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Cornelis "Eli" Leenaars	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Francois Locoh-Donou	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Peter E. Raskind	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Eileen Serra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Mayo A. Shattuck, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Bradford H. Warner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Craig Anthony Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the elimination of the supermajority vote requirement would enhance shareholder rights.						

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Capital One Financial Corporation

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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There are concerns raised by the lack of certain key features and disclosures with respect to the STI program, as well as by the degree of discretion involved in STI payout determinations. Some investors may prefer a more objective annual incentive structure, including reference to preset metric weightings and quantified target goals. While these issues warrant continued close monitoring, there are mitigating factors for the year in review. Specifically, the discretionary pay determinations have not resulted in a quantitative pay-for-performance misalignment. Further, the CEO's long-term equity incentives are predominantly performance-conditioned with clearly disclosed multi-year goals that target above-median performance. On balance of these factors, a cautionary vote FOR this proposal is warranted. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure.						
5	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.						
6	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
7	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.						
8	Report on Board Oversight of Risks Related to Discrimination	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its terms of service.						
9	Disclose Board Skills and Diversity Matrix	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted for the following reasons: - A board matrix would enhance transparency and would provide shareholders with a better tool to assess the quality of Capital One s board and to evaluate its director nominees; and - A growing number of large companies, including several of its peers, are providing a board skills matrix.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/19/2023	Auto-Approved 04/19/2023		637	637
					Total Shares:	**637**	**637**

CME Group Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** CME **Proxy Level:** 3

Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1712995

Primary Security ID: 12572Q105 **Primary CUSIP:** 12572Q105 **Primary ISIN:** US12572Q1058 **Primary SEDOL:** 2965839

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

CME Group Inc.

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,263 ***Shares on Loan:** 0 **Shares Instructed:** 1,263 **Shares Voted:** 1,263

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Kathryn Benesh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Timothy S. Bitsberger	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote. A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR all other director nominees is warranted.						
1d	Elect Director Charles P. Carey	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote. A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR all other director nominees is warranted.						
1e	Elect Director Bryan T. Durkin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Harold Ford, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Martin J. Gepsman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Larry G. Gerdes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Daniel R. Glickman	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote. A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR all other director nominees is warranted.						
1j	Elect Director Daniel G. Kaye	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Phyllis M. Lockett	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote. A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR all other director nominees is warranted.						
1l	Elect Director Deborah J. Lucas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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CME Group Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Terry L. Savage	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote. A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR all other director nominees is warranted.						
1n	Elect Director Rahael Seifu	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote. A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR all other director nominees is warranted.						
1o	Elect Director William R. Shepard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1p	Elect Director Howard J. Siegel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1q	Elect Director Dennis A. Suskind	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.42 percent of the fees paid to the auditor are for non-audit purposes.						
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 a failed say-on-pay vote last year, the compensation committee demonstrated only a limited degree of responsiveness to shareholder concerns. In addition, an unmitigated pay-for-performance misalignment persisted in FY22. The CEO's total pay remained elevated largely due to a significant base salary increase, which is significantly higher than the median salary of peer CEOs. This base salary had the effect of also increasing his annual and long-term incentives that are targeted to a percentage of base salary. Further, although annual and long-term incentives are significantly performance-based, concern remains that the relative TSR metric under the long-term incentive program targets merely median performance and the proxy does not disclose a vesting cap if absolute TSR is negative. A vote AGAINST this proposal is also warranted as the company has not disclosed any short- and long-term E&S performance incentives, and the company maintains an auto-accelerated equity vesting change-in-control provision.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/21/2023	Auto-Approved 04/21/2023		1,196	1,196
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/21/2023	Auto-Approved 04/21/2023		67	67
					Total Shares:	**1,263**	**1,263**

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CNX Resources Corporation

Meeting Date: 05/04/2023	**Country:** USA	**Ticker:** CNX	**Proxy Level:** 3
Record Date: 03/07/2023	**Meeting Type:** Annual	**Meeting ID:** 1733240	
Primary Security ID: 12653C108	**Primary CUSIP:** 12653C108	**Primary ISIN:** US12653C1080	**Primary SEDOL:** BF3FTF4
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 2,610	***Shares on Loan:** 0	**Shares Instructed:** 2,610	**Shares Voted:** 2,610

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert O. Agbede	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1b	Elect Director J. Palmer Clarkson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1c	Elect Director Nicholas J. DeIuliis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1d	Elect Director Maureen E. Lally-Green	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1e	Elect Director Bernard Lanigan, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1f	Elect Director Ian McGuire	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1g	Elect Director William N. Thorndike, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Report on Climate Lobbying	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from greater transparency of the company's direct and indirect climate lobbying, and how the company would plan to mitigate any risks that might be identified.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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CNX Resources Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,610	2,610
			04/21/2023	04/21/2023			
					Total Shares:	**2,610**	**2,610**

DTE Energy Company

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** DTE **Proxy Level:** 3

Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1733201

Primary Security ID: 233331107 **Primary CUSIP:** 233331107 **Primary ISIN:** US2333311072 **Primary SEDOL:** 2280220

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

Votable Shares: 326 ***Shares on Loan:** 0 **Shares Instructed:** 326 **Shares Voted:** 326

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Brandon	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.						
1.2	Elect Director Charles G. McClure, Jr.	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.						
1.3	Elect Director Gail J. McGovern	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Mark A. Murray	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Gerardo Norcia	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Robert C. Skaggs, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director David A. Thomas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Gary H. Torgow	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director James H. Vandenberghe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Valerie M. Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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DTE Energy Company

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: A vote FOR this item is warranted because only 4.02 percent of the fees paid to the auditor are for non-audit purposes.						
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 CEO pay and company performance are reasonably aligned for the year in review. The majority of CEO pay is conditioned on clearly disclosed objective performance metrics and the majority of the CEO's long-term equity grants are conditioned on long-term financial performance goals.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Amend Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as a reduction in the ownership threshold for shareholders to call a special meeting would represent an improvement to the current right.						
6	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. Although the proposal also requests the elimination of a one-year holding period provision, the precatory proposal inherently affords the board flexibility to maintain appropriate safeguards against abuse.						
7	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying practices and policies, including its direct lobbying payments and support for special interest groups, would benefit shareholders in assessing its management of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		326	326
			04/21/2023	04/21/2023			
					Total Shares:	**326**	**326**

Duke Energy Corporation

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** DUK **Proxy Level:** 3

Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1732930

Primary Security ID: 26441C204 **Primary CUSIP:** 26441C204 **Primary ISIN:** US26441C2044 **Primary SEDOL:** B7VD3F2

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

Votable Shares: 491 ***Shares on Loan:** 0 **Shares Instructed:** 491 **Shares Voted:** 491

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Derrick Burks	Mgmt	Yes	For	For	For	For

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Duke Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Annette K. Clayton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Theodore F. Craver, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Robert M. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Caroline Dorsa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director W. Roy Dunbar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Nicholas C. Fanandakis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Lynn J. Good	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director John T. Herron	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Herron, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1j	Elect Director Idalene F. Kesner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1k	Elect Director E. Marie McKee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Michael J. Pacilio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Thomas E. Skains	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director William E. Webster, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

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Duke Energy 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
	Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives are primarily based on pre-set objective metrics, and a majority of the long-term incentives are performance-based over a multi-year performance period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Approve 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.						
6	Adopt Simple Majority Vote	SH	Yes	None	For	For	For
7	Create a Committee to Evaluate Decarbonization Risk	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the request runs contrary to guidance provided by internationally recognized organizations and frameworks, such as Intergovernmental Panel on Climate Change.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/20/2023	Auto-Approved 04/20/2023		491	491
					Total Shares:	**491**	**491**

Eastman Chemical Company

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** EMN **Proxy Level:** 3

Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1732595

Primary Security ID: 277432100 **Primary CUSIP:** 277432100 **Primary ISIN:** US2774321002 **Primary SEDOL:** 2298386

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

Votable Shares: 100 ***Shares on Loan:** 0 **Shares Instructed:** 100 **Shares Voted:** 100

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
	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.						
1.2	Elect Director Brett D. Begemann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Eric L. Butler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Mark J. Costa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Eastman Chemical Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Edward L. Doheny, II	Mgmt	Yes	For	For	Against	Against
	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.						
1.6	Elect Director Linnie M. Haynesworth	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Julie F. Holder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Renee J. Hornbaker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Kim Ann Mink	Mgmt	Yes	For	For	Against	Against
	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.						
1.10	Elect Director James J. O'Brien	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director David W. Raisbeck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Charles K. Stevens, III	Mgmt	Yes	For	For	Against	Against
	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.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 41.90 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						
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 were reasonably aligned for the year under consideration. Annual incentives remained entirely based on pre-set financial metrics and equity awards were entirely performance-conditioned with multi-year measurement periods.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Require Independent Board Chair	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chair of the board.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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

Eastman Chemical Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		100	100
			04/07/2023	04/07/2023			
					Total Shares:	**100**	**100**

Ecolab Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** ECL **Proxy Level:** 3

Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1730677

Primary Security ID: 278865100 **Primary CUSIP:** 278865100 **Primary ISIN:** US2788651006 **Primary SEDOL:** 2304227

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

Votable Shares: 252 ***Shares on Loan:** 0 **Shares Instructed:** 252 **Shares Voted:** 252

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shari L. Ballard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Barbara J. Beck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Christophe Beck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Jeffrey M. Ettinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Eric M. Green	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Arthur J. Higgins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Michael Larson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director David W. MacLennan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Tracy B. McKibben	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Victoria J. Reich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1m	Elect Director John J. Zillmer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 21.74 percent of the fees paid to the auditor are for non-audit purposes.						
3	Approve 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.						
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: - the purchase price and share reserve are reasonable; - the plan is broad-based; and - there are limits on employee contributions.						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company s peers.						
6	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
7	Require Independent Board Chair	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/11/2023	Auto-Approved 04/11/2023		252	252
					Total Shares:	**252**	**252**

Encompass Health Corporation

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** EHC **Proxy Level:** 3

Record Date: 03/09/2023 **Meeting Type:** Annual **Meeting ID:** 1739008

Primary Security ID: 29261A100 **Primary CUSIP:** 29261A100 **Primary ISIN:** US29261A1007 **Primary SEDOL:** BYX2YJ7

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Encompass Health Corporation

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

Votable Shares: 154 ***Shares on Loan:** 0 **Shares Instructed:** 154 **Shares Voted:** 154

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Greg D. Carmichael	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director John W. Chidsey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Donald L. Correll	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Joan E. Herman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Leslye G. Katz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Patricia A. Maryland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kevin J. O'Connor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Christopher R. Reidy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Nancy M. Schlichting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Mark J. Tarr	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Terrance Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Encompass Health Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/06/2023	Auto-Approved 04/06/2023		154	154
					Total Shares:	**154**	**154**

Gildan Activewear Inc.

Meeting Date: 05/04/2023 **Country:** Canada **Ticker:** GIL **Proxy Level:** 4

Record Date: 03/06/2023 **Meeting Type:** Annual/Special **Meeting ID:** 1713395

Primary Security ID: 375916103 **Primary CUSIP:** 375916103 **Primary ISIN:** CA3759161035 **Primary SEDOL:** 2254645

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

Votable Shares: 223 ***Shares on Loan:** 0 **Shares Instructed:** 223 **Shares Voted:** 223

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
2.1	Elect Director Donald C. Berg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Maryse Bertrand, Dhaval Jitendra Buch, Marcello (Marc) Caira, Shirley Cunningham, Charles Herington and Anne Martin-Vachon for lack of diversity on the board. Votes FOR remaining nominees are warranted at this time.						
2.2	Elect Director Maryse Bertrand	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Maryse Bertrand, Dhaval Jitendra Buch, Marcello (Marc) Caira, Shirley Cunningham, Charles Herington and Anne Martin-Vachon for lack of diversity on the board. Votes FOR remaining nominees are warranted at this time.						
2.3	Elect Director Dhaval Buch	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Maryse Bertrand, Dhaval Jitendra Buch, Marcello (Marc) Caira, Shirley Cunningham, Charles Herington and Anne Martin-Vachon for lack of diversity on the board. Votes FOR remaining nominees are warranted at this time.						
2.4	Elect Director Marc Caira	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Maryse Bertrand, Dhaval Jitendra Buch, Marcello (Marc) Caira, Shirley Cunningham, Charles Herington and Anne Martin-Vachon for lack of diversity on the board. Votes FOR remaining nominees are warranted at this time.						
2.5	Elect Director Glenn J. Chamandy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Maryse Bertrand, Dhaval Jitendra Buch, Marcello (Marc) Caira, Shirley Cunningham, Charles Herington and Anne Martin-Vachon for lack of diversity on the board. Votes FOR remaining nominees are warranted at this time.						
2.6	Elect Director Shirley E. Cunningham	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Maryse Bertrand, Dhaval Jitendra Buch, Marcello (Marc) Caira, Shirley Cunningham, Charles Herington and Anne Martin-Vachon for lack of diversity on the board. Votes FOR remaining nominees are warranted at this time.						
2.7	Elect Director Charles M. Herington	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Maryse Bertrand, Dhaval Jitendra Buch, Marcello (Marc) Caira, Shirley Cunningham, Charles Herington and Anne Martin-Vachon for lack of diversity on the board. Votes FOR remaining nominees are warranted at this time.						

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Gildan Activewear Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Luc Jobin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Maryse Bertrand, Dhaval Jitendra Buch, Marcello (Marc) Caira, Shirley Cunningham, Charles Herington and Anne Martin-Vachon for lack of diversity on the board. Votes FOR remaining nominees are warranted at this time.						
2.9	Elect Director Craig A. Leavitt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Maryse Bertrand, Dhaval Jitendra Buch, Marcello (Marc) Caira, Shirley Cunningham, Charles Herington and Anne Martin-Vachon for lack of diversity on the board. Votes FOR remaining nominees are warranted at this time.						
2.10	Elect Director Anne Martin-Vachon	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Maryse Bertrand, Dhaval Jitendra Buch, Marcello (Marc) Caira, Shirley Cunningham, Charles Herington and Anne Martin-Vachon for lack of diversity on the board. Votes FOR remaining nominees are warranted at this time.						
3	Re-approve Shareholder Rights Plan	Mgmt	Yes	For	For	For	For
4	Amend Long-Term Incentive Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), vote FOR this omnibus plan.						
5	Amend Long-Term Incentive Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), vote FOR this omnibus plan.						
6	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR this non-binding advisory vote at this time.The quantitative pay-for-performance screen indicates a high concern driven by MOM and RDA. Last year, the screen identified a high concern which was lowered to medium following a qualitative analysis. In 2022, the CEO total compensation decreased by 15 percent year-over-year, mainly driven by the lower annual bonus payout.Upon a further review, this year the high concern level has been reduced to medium based on the following factors:- Compared to the company-selected peers, while the company's one-year TSR is below the peer median, the company has outperformed the peers over a longer term; in addition, its TSR performance rank is aligned with the CEO pay rank in 2022 and over a 5-year period;- The operational performance, measured by certain selected metrics, appears to be above its peer median in the last two years;- More than 90 percent of the CEO's long-term incentive award is made in PSUs, vesting upon achievement of the relative performance metrics including relative TSR; and- The realized/realizable pay analysis indicates that CEO's pay is generally aligned with long-term value created for the shareholders.						
	Shareholder Proposal	Mgmt	No				
7	Review Human Capital Management KPIs and SPTs Addressing Human Rights in its Supply Chain, and Improving Employee Safety and Reducing Workplace Risks and Include One Such KPI/SPT in its Next Sustainability Linked Credit Facility in 2027	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as adoption of the proposal should serve to further strengthen the company's commitment to universal human rights, as well as augment its existing human rights-related oversight mechanisms.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/14/2023	Auto-Approved 04/14/2023		223	223

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

Gildan Activewear Inc.

Total Shares:	**223**	**223**

Graham Holdings Company

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** GHC **Proxy Level:** 1

Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1732940

Primary Security ID: 384637104 **Primary CUSIP:** 384637104 **Primary ISIN:** US3846371041 **Primary SEDOL:** BGM1B98

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

Votable Shares: 15 ***Shares on Loan:** 0 **Shares Instructed:** 15 **Shares Voted:** 15

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tony Allen	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Christopher Davis and Tony Allen for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.						
1.2	Elect Director Danielle Conley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Christopher C. Davis	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for incumbent director nominees Christopher Davis and Tony Allen for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/30/2023	Auto-Approved 04/04/2023		15	15
					Total Shares:	**15**	**15**

Hexcel Corporation

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** HXL **Proxy Level:** 3

Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1733243

Primary Security ID: 428291108 **Primary CUSIP:** 428291108 **Primary ISIN:** US4282911084 **Primary SEDOL:** 2416779

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

Votable Shares: 1,604 ***Shares on Loan:** 0 **Shares Instructed:** 1,604 **Shares Voted:** 1,604

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nick L. Stanage	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jeffrey C. Campbell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Hexcel Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Cynthia M. Egnotovich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Thomas A. Gendron	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Jeffrey A. Graves	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Guy C. Hachey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Marilyn L. Minus	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Catherine A. Suever	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.46 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/11/2023	Auto-Approved 04/11/2023		1,604	1,604
					Total Shares:	**1,604**	**1,604**

JBG SMITH Properties

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** JBGS **Proxy Level:** 3

Record Date: 02/28/2023 **Meeting Type:** Annual **Meeting ID:** 1732605

Primary Security ID: 46590V100 **Primary CUSIP:** 46590V100 **Primary ISIN:** US46590V1008 **Primary SEDOL:** BD3BX01

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

JBG SMITH Properties

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

Votable Shares: 576 ***Shares on Loan:** 0 **Shares Instructed:** 576 **Shares Voted:** 576

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Phyllis R. Caldwell	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Scott A. Estes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Alan S. Forman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Michael J. Glosserman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director W. Matthew Kelly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Alisa M. Mall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Carol A. Melton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director William J. Mulrow	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director D. Ellen Shuman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Robert A. Stewart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The committee demonstrated adequate responsiveness to shareholder concerns following last year's low say-on-pay vote result. The company engaged with investors following the annual meeting, specific shareholder feedback is disclosed, and changes to the compensation program, including changes to the STI program detailed in a supplemental filing, appear to address shareholder concerns.There are some pay program concerns which warrant continued close monitoring. Specifically, the structure of the STI program makes it difficult to assess goal rigor, and the rigor of appreciation-based LTIP units is questionable over the ten-year term of the award, particularly given that the structure replaces a relative TSR metric which targeted outperformance. Nevertheless, the STI is predominantly based on quantified goals, and the supplemental filing details some disclosure and structural improvements for the FY23 STI program (though this will be analyzed next year in the context of FY23 pay decisions). Further, half of LTI awards are performance-conditioned, and closing cycle equity awards vested below target, in line with company performance, mitigating pay-for-performance concerns.Accordingly, a vote FOR this proposal is warranted, with caution. Given certain STI and LTI concerns noted above and forward-looking pay program changes, continued close monitoring is warranted.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 20.80 percent of the fees paid to the auditor are for non-audit purposes.						

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JBG SMITH Properties

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/19/2023	Auto-Approved 04/19/2023		576	576
					Total Shares:	**576**	**576**

Mettler-Toledo International Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** MTD **Proxy Level:** 3

Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1729326

Primary Security ID: 592688105 **Primary CUSIP:** 592688105 **Primary ISIN:** US5926881054 **Primary SEDOL:** 2126249

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

Votable Shares: 17 ***Shares on Loan:** 0 **Shares Instructed:** 17 **Shares Voted:** 17

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert F. Spoerry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Roland Diggelmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Domitille Doat-Le Bigot	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Elisha W. Finney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Richard Francis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Michael A. Kelly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Thomas P. Salice	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Ingrid Zhang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.58 percent of the fees paid to the auditor are for non-audit purposes.						

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Mettler-Toledo International 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 the proposal is warranted as pay and performance were reasonably aligned for the year in review, although there is some concern about the lack of disclosure with regards to metric weightings for the annual incentive plan.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/04/2023	Auto-Approved 04/04/2023		17	17
					Total Shares:	**17**	**17**

Prologis, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** PLD **Proxy Level:** 3

Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1734011

Primary Security ID: 74340W103 **Primary CUSIP:** 74340W103 **Primary ISIN:** US74340W1036 **Primary SEDOL:** B44WZD7

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

Votable Shares: 3,865 ***Shares on Loan:** 0 **Shares Instructed:** 3,865 **Shares Voted:** 3,865

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Cristina G. Bita	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director James B. Connor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director George L. Fotiades	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Lydia H. Kennard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Irving F. Lyons, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Prologis, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Avid Modjtabai	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director David P. O'Connor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Olivier Piani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Jeffrey L. Skelton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Carl B. Webb	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although annual and long-term incentives are substantially performance-based, significant concerns remain with the overall complexity of the long-term incentive programs, the skyrocketing value of outperformance awards for the CEO and other NEOs, and the rigor of LTI and POP goals. In addition to resulting in a large jump in total performance year pay in FY22, the multiple long-term incentive vehicles and issues surrounding grant timing make it difficult for investors to determine and accurately compare pay year-over-year. Further, investors may not consider relative LTI and POP goals set at one percentage point above the index to be particularly rigorous. Given these concerns, the quantitative pay-for-performance misalignment for the year under review is not mitigated.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.47 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/11/2023	Auto-Approved 04/11/2023		3,865	3,865
					Total Shares:	**3,865**	**3,865**

Simon Property Group, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** SPG **Proxy Level:** 3

Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1733258

Primary Security ID: 828806109 **Primary CUSIP:** 828806109 **Primary ISIN:** US8288061091 **Primary SEDOL:** 2812452

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Simon Property Group, Inc.

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

Votable Shares: 169 ***Shares on Loan:** 0 **Shares Instructed:** 169 **Shares Voted:** 169

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
	Voting Policy Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action.A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aeppel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset.A vote FOR the remaining director nominees is warranted.						
1B	Elect Director Larry C. Glasscock	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aeppel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.						
1C	Elect Director Allan Hubbard	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aeppel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.						
1D	Elect Director Reuben S. Leibowitz	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aeppel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.						
1E	Elect Director Randall J. Lewis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1F	Elect Director Gary M. Rodkin	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aeppel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.						
1G	Elect Director Peggy Fang Roe	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aeppel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.						
1H	Elect Director Stefan M. Selig	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1I	Elect Director Daniel C. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1J	Elect Director Marta R. Stewart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Simon Property Group, 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	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. A pay-for-performance misalignment exists for the year under review and mitigating factors could not be identified. The sharp increase in CEO pay was driven by a sizable, off-cycle discretionary cash bonus that lacks any performance- or time-vesting criteria. The structure of this sizable cash award is contrary to a pay-for-performance philosophy and the proxy lacks clear disclosure of the committee's rationale for the structure and magnitude of the award. Additionally, although the STI pool funding is tied to pre-set targets and a majority of LTIs are tied to performance goals, the proxy lacks disclosure of how performance translates into bonus pool funding levels, actual STI payouts are ultimately discretionary, and the proxy does not disclose forward-looking LTI goals. Furthermore, the company has not disclosed any short-term and long-term E&S performance incentives.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.44 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/17/2023	Auto-Approved 04/17/2023		169	169
					Total Shares:	**169**	**169**

The Kraft Heinz Company

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** KHC **Proxy Level:** 3

Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1733745

Primary Security ID: 500754106 **Primary CUSIP:** 500754106 **Primary ISIN:** US5007541064 **Primary SEDOL:** BYRY499

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

Votable Shares: 432 ***Shares on Loan:** 0 **Shares Instructed:** 432 **Shares Voted:** 432

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory E. Abel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Humberto P. Alfonso	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director John T. Cahill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Lori Dickerson Fouche	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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The Kraft Heinz Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Diane Gherson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Timothy Kenesey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Alicia Knapp	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Elio Leoni Sceti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Susan Mulder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director James Park	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Miguel Patricio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director John C. Pope	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
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 were reasonably aligned for the year in review, though some concerns continue to be highlighted.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 15.75 percent of the fees paid to the auditor are for non-audit purposes.						
4	Adopt Simple Majority Vote	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted as lower approval requirements could further enhance the voting power of the company's significant shareholders, potentially to the detriment of unaffiliated shareholders.						
5	Report on Supply Chain Water Risk Exposure	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted. Shareholders would benefit from the requested report as it would provide additional information on the company's water supply and conservation practices, particularly in its supply chains, thereby accounting for water risk throughout the entire value chain. Furthermore, the disclosure would allow the company to better manage water related risks and align company commitment to long term shareholder value.						
6	Commission a Civil Rights and Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company provides sufficient information for shareholders to assess any reverse discrimination effect the company s training materials or procedures may be having.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2023	Auto-Approved 04/18/2023		432	432

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The Kraft Heinz Company

Total Shares:	**432**	**432**

Trex Company, Inc.

Meeting Date: 05/04/2023	**Country:** USA	**Ticker:** TREX	**Proxy Level:** 3
Record Date: 03/08/2023	**Meeting Type:** Annual	**Meeting ID:** 1731706	
Primary Security ID: 89531P105	**Primary CUSIP:** 89531P105	**Primary ISIN:** US89531P1057	**Primary SEDOL:** 2483074
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 2,595	***Shares on Loan:** 0	**Shares Instructed:** 2,595	**Shares Voted:** 2,595

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jay M. Gratz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Ronald W. Kaplan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Gerald Volas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Approve 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.						
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/13/2023	Auto-Approved 04/13/2023		2,595	2,595
					Total Shares:	**2,595**	**2,595**

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

United Parcel Service, Inc.

Meeting Date: 05/04/2023	**Country:** USA	**Ticker:** UPS	**Proxy Level:** 3
Record Date: 03/09/2023	**Meeting Type:** Annual	**Meeting ID:** 1731277	
Primary Security ID: 911312106	**Primary CUSIP:** 911312106	**Primary ISIN:** US9113121068	**Primary SEDOL:** 2517382
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 177	***Shares on Loan:** 0	**Shares Instructed:** 177	**Shares Voted:** 177

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Tome	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Rodney Adkins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Eva Boratto	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Michael Burns	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Wayne Hewett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Angela Hwang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kate Johnson	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.						
1h	Elect Director William Johnson	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.						
1i	Elect Director Franck Moison	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.						
1j	Elect Director Christiana Smith Shi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Russell Stokes	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.						
1l	Elect Director Kevin Warsh	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.						

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United Parcel Service, 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. Some concern is raised given that performance share goals are not forwardly disclosed. However, annual incentives are entirely based on pre-set financial metrics and annual equity awards are primarily performance-conditioned and use multi-year performance periods.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters.						
6	Adopt Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets in Line with the Paris Climate Agreement	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.						
7	Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because this request is not considered burdensome and there is some ambiguity around how and whether the company's executive compensation strategy includes climate goals.						
8	Report on Just Transition	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted to provide shareholders with disclosure on how the company is assessing and mitigating related risks.						
9	Report on Risk Due to Restrictions on Reproductive Rights	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare would allow shareholders to assess how the company is managing such risks.						
10	Oversee and Report a Civil Rights Audit	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company's current policies and disclosures provide adequate information for shareholders to determine whether its employee programs and training materials are having a reverse discrimination effect.						
11	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.						

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United Parcel Service, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/24/2023	Auto-Approved 04/24/2023		177	177
					Total Shares:	**177**	**177**

United Rentals, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** URI **Proxy Level:** 4

Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1732598

Primary Security ID: 911363109 **Primary CUSIP:** 911363109 **Primary ISIN:** US9113631090 **Primary SEDOL:** 2134781

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

Votable Shares: 92 ***Shares on Loan:** 0 **Shares Instructed:** 92 **Shares Voted:** 92

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Marc A. Bruno	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Larry D. De Shon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Matthew J. Flannery	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Bobby J. Griffin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kim Harris Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Terri L. Kelly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Michael J. Kneeland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Francisco J. Lopez-Balboa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Gracia C. Martore	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1k	Elect Director Shiv Singh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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United Rentals, 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: A vote FOR this item is warranted because only 10.08 percent of the fees paid to the auditor are for non-audit purposes.						
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. Though the lack of a multi-year performance period for performance shares continues to be a concern, equity awards are majority performance-conditioned and annual incentives are primarily based on pre-set financial metrics.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 15%	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Reducing the ownership threshold required to request a record date to initiate written consent from 25 percent to 15 percent would enhance shareholder rights.						
6	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as further reducing the ownership threshold to initiate action by written consent would give shareholders a more meaningful written consent right.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/11/2023	Auto-Approved 04/11/2023		92	92
					Total Shares:	**92**	**92**

WEC Energy Group, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** WEC **Proxy Level:** 3

Record Date: 02/23/2023 **Meeting Type:** Annual **Meeting ID:** 1732934

Primary Security ID: 92939U106 **Primary CUSIP:** 92939U106 **Primary ISIN:** US92939U1060 **Primary SEDOL:** BYY8XK8

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

Votable Shares: 100 ***Shares on Loan:** 0 **Shares Instructed:** 100 **Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ave M. Bie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Curt S. Culver	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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WEC Energy Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Danny L. Cunningham	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST Gale Klappa, William M. Farrow III, and Danny L. Cunningham are warranted given the concerns raised regarding the company's management and oversight of climate-related risks. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.4	Elect Director William M. Farrow, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST Gale Klappa, William M. Farrow III, and Danny L. Cunningham are warranted given the concerns raised regarding the company's management and oversight of climate-related risks. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.5	Elect Director Cristina A. Garcia-Thomas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Maria C. Green	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Gale E. Klappa	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST Gale Klappa, William M. Farrow III, and Danny L. Cunningham are warranted given the concerns raised regarding the company's management and oversight of climate-related risks. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.8	Elect Director Thomas K. Lane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Scott J. Lauber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Ulice Payne, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.11	Elect Director Mary Ellen Stanek	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Glen E. Tellock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.06 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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 at this time. The annual and long-term incentives are primarily based on pre-set financial metrics and the long-term performance units utilize a multi-year performance period. That being said, some concerns remain regarding the TSR portion of the performance equity awards, which targets median performance and lacks a cap in the event of negative absolute TSR.						

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WEC Energy Group, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/28/2023	Auto-Approved 04/28/2023		100	100
					Total Shares:	**100**	**100**

Wynn Resorts, Limited

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** WYNN **Proxy Level:** 3

Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1732610

Primary Security ID: 983134107 **Primary CUSIP:** 983134107 **Primary ISIN:** US9831341071 **Primary SEDOL:** 2963811

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

Votable Shares: 23 ***Shares on Loan:** 0 **Shares Instructed:** 23 **Shares Voted:** 23

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard J. Byrne	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.						
1.2	Elect Director Patricia Mulroy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Philip G. Satre	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted. In response to last year's low say-on-pay vote, the committee engaged with shareholders and disclosed the feedback received. In response, the company made positive changes to the FY23 pay program by increasing the proportion of FY23 PSUs in the LTI to 55 percent and providing additional disclosures in both the STI and LTI. In addition, the committee made certain assurances in a supplemental filing surrounding one-time awards and the structure of its incentive programs going forward. Accordingly, the compensation committee has demonstrated adequate responsiveness to last year's low say-on-pay vote result.While the committee did elect to reduce the proportion of annual equity awards that were performance-conditioned in FY22, the company provides a clear rationale for removing certain performance metrics, and as mentioned above, FY23 grants will be majority performance conditioned. In addition, while some concerns are raised surrounding forward-looking goals not being disclosed, the company improved its disclosure by providing closing cycle goals and actual performance, which is considered an improvement in the company's disclosure. Finally, the company provides additional details surrounding strategic goals in the annual incentive, and the majority of the program is based on clearly disclosed objective measures.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Wynn Resorts, Limited

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		23	23
			04/20/2023	04/20/2023			
					Total Shares:	**23**	**23**

AbbVie Inc.

Meeting Date: 05/05/2023 **Country:** USA **Ticker:** ABBV **Proxy Level:** 3

Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1731287

Primary Security ID: 00287Y109 **Primary CUSIP:** 00287Y109 **Primary ISIN:** US00287Y1091 **Primary SEDOL:** B92SR70

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 147 ***Shares on Loan:** 0 **Shares Instructed:** 147 **Shares Voted:** 147

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
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Melody B. Meyer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Frederick H. Waddell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 21.80 percent of the fees paid to the auditor are for non-audit purposes.						
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 continue to monitor the structure of the short-term and long-term incentive programs, as annual incentives are subject to significant committee discretion and a portion of performance shares use annual performance periods.						
4	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.						
5	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The elimination of supermajority vote requirements would improve shareholder rights and approval of this non-binding item may convey to the board that shareholders may wish for it to take additional steps to ensure they are removed.						
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the congruence of the company's political expenditures with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political spending.						

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AbbVie 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 direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.						
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anti-competitive practices.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/24/2023	Auto-Approved 04/24/2023		47	47
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/24/2023	Auto-Approved 04/24/2023		100	100
					Total Shares:	**147**	**147**

Dover Corporation

Meeting Date: 05/05/2023 **Country:** USA **Ticker:** DOV **Proxy Level:** 3

Record Date: 03/08/2023 **Meeting Type:** Annual **Meeting ID:** 1730363

Primary Security ID: 260003108 **Primary CUSIP:** 260003108 **Primary ISIN:** US2600031080 **Primary SEDOL:** 2278407

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

Votable Shares: 468 ***Shares on Loan:** 0 **Shares Instructed:** 468 **Shares Voted:** 468

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah L. DeHaas	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1b	Elect Director H. John Gilbertson, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1c	Elect Director Kristiane C. Graham	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1d	Elect Director Michael F. Johnston	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1e	Elect Director Michael Manley	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						

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Dover Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Eric A. Spiegel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1g	Elect Director Richard J. Tobin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1h	Elect Director Stephen M. Todd	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1i	Elect Director Keith E. Wandell	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company maintains a policy which limits cash severance to a reasonable basis absent shareholder approval, and no significant concerns are identified with respect to the company's broad-based equity award treatment.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		468	468
			04/13/2023	04/13/2023			
					Total Shares:	**468**	**468**

Fox Factory Holding Corp.

Meeting Date: 05/05/2023 **Country:** USA **Ticker:** FOXF **Proxy Level:** 3

Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1732596

Primary Security ID: 35138V102 **Primary CUSIP:** 35138V102 **Primary ISIN:** US35138V1026 **Primary SEDOL:** BCRY5K3

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

Fox Factory Holding Corp.

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

Votable Shares: 1,107 ***Shares on Loan:** 0 **Shares Instructed:** 1,107 **Shares Voted:** 1,107

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth A. Fetter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Dudley W. Mendenhall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.64 percent of the fees paid to the auditor are for non-audit purposes.						
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	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						
5	Amend Certificate of Incorporation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed amendments appear to be administrative in nature.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/17/2023	Auto-Approved 04/17/2023		1,107	1,107
					Total Shares:	**1,107**	**1,107**

Halozyme Therapeutics, Inc.

Meeting Date: 05/05/2023 **Country:** USA **Ticker:** HALO **Proxy Level:** 3

Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1733995

Primary Security ID: 40637H109 **Primary CUSIP:** 40637H109 **Primary ISIN:** US40637H1095 **Primary SEDOL:** 2975098

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

Votable Shares: 1,430 ***Shares on Loan:** 0 **Shares Instructed:** 1,430 **Shares Voted:** 1,430

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Bernadette Connaughton	Mgmt	Yes	For	For	For	For

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Halozyme Therapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1B	Elect Director Moni Miyashita	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1C	Elect Director Matthew L. Posard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/10/2023	Auto-Approved 04/10/2023		1,430	1,430
					Total Shares:	**1,430**	**1,430**

Illinois Tool Works Inc.

Meeting Date: 05/05/2023 **Country:** USA **Ticker:** ITW **Proxy Level:** 3
Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1733721
Primary Security ID: 452308109 **Primary CUSIP:** 452308109 **Primary ISIN:** US4523081093 **Primary SEDOL:** 2457552
Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 49 ***Shares on Loan:** 0 **Shares Instructed:** 49 **Shares Voted:** 49

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Susan Crown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Darell L. Ford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Illinois Tool Works Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Kelly J. Grier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director James W. Griffith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jay L. Henderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Richard H. Lenny	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director E. Scott Santi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director David B. Smith, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Pamela B. Strobel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company s peers; - High CEO pay in relation to company peer group CEO median pay levels; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.75 percent of the fees paid to the auditor are for non-audit purposes.						
5	Require Independent Board Chair	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/07/2023	Auto-Approved 04/07/2023		49	49
					Total Shares:	**49**	**49**

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ManpowerGroup Inc.

Meeting Date: 05/05/2023	**Country:** USA	**Ticker:** MAN	**Proxy Level:** 3
Record Date: 02/24/2023	**Meeting Type:** Annual	**Meeting ID:** 1726354	
Primary Security ID: 56418H100	**Primary CUSIP:** 56418H100	**Primary ISIN:** US56418H1005	**Primary SEDOL:** 2562490
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 1,436	***Shares on Loan:** 0	**Shares Instructed:** 1,436	**Shares Voted:** 1,436

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Jean-Philippe Courtois	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1B	Elect Director William Downe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1C	Elect Director John F. Ferraro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1D	Elect Director William P. Gipson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1E	Elect Director Patricia Hemingway Hall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1F	Elect Director Julie M. Howard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1G	Elect Director Ulice Payne, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is 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.						
1H	Elect Director Muriel Penicaud	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1I	Elect Director Jonas Prising	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1J	Elect Director Paul Read	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1K	Elect Director Elizabeth P. Sartain	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1L	Elect Director Michael J. Van Handel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.91 percent of the fees paid to the auditor are for non-audit purposes.						

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ManpowerGroup 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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,436	1,436
			03/30/2023	04/05/2023			
					Total Shares:	**1,436**	**1,436**

Occidental Petroleum Corporation

Meeting Date: 05/05/2023 **Country:** USA **Ticker:** OXY **Proxy Level:** 3

Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1733269

Primary Security ID: 674599105 **Primary CUSIP:** 674599105 **Primary ISIN:** US6745991058 **Primary SEDOL:** 2655408

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,729 ***Shares on Loan:** 0 **Shares Instructed:** 1,729 **Shares Voted:** 1,729

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicky A. Bailey	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Andrew Gould	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST Jack B. Moore and Andrew Gould are warranted given the concerns raised regarding the company's management and oversight of climate related risks. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1c	Elect Director Carlos M. Gutierrez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Vicki Hollub	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director William R. Klesse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jack B. Moore	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST Jack B. Moore and Andrew Gould are warranted given the concerns raised regarding the company's management and oversight of climate related risks. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						

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Occidental Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Claire O'Neill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Avedick B. Poladian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Ken Robinson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Robert M. Shearer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 11.04 percent of the fees paid to the auditor are for non-audit purposes.						
5	Require Independent Board Chair	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2023	Auto-Approved 04/25/2023		1,620	1,620
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/25/2023	Auto-Approved 04/25/2023		109	109
					Total Shares:	**1,729**	**1,729**

Ryder System, Inc.

Meeting Date: 05/05/2023 **Country:** USA **Ticker:** R **Proxy Level:** 3

Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1729279

Primary Security ID: 783549108 **Primary CUSIP:** 783549108 **Primary ISIN:** US7835491082 **Primary SEDOL:** 2760669

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Ryder System, Inc.

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

Votable Shares: 181 ***Shares on Loan:** 0 **Shares Instructed:** 181 **Shares Voted:** 181

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert J. Eck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Robert A. Hagemann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Michael F. Hilton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Tamara L. Lundgren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Luis P. Nieto, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director David G. Nord	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Robert E. Sanchez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Abbie J. Smith	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director E. Follin Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Charles M. Swoboda	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Ryder System, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	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.						
6	Require Independent Board Chair	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/12/2023	Auto-Approved 04/12/2023		181	181
					Total Shares:	**181**	**181**

Teleflex Incorporated

Meeting Date: 05/05/2023 **Country:** USA **Ticker:** TFX **Proxy Level:** 3

Record Date: 03/03/2023 **Meeting Type:** Annual **Meeting ID:** 1738142

Primary Security ID: 879369106 **Primary CUSIP:** 879369106 **Primary ISIN:** US8793691069 **Primary SEDOL:** 2881407

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

Votable Shares: 56 ***Shares on Loan:** 0 **Shares Instructed:** 56 **Shares Voted:** 56

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gretchen R. Haggerty	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Liam J. Kelly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Jaewon Ryu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Approve 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	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Eliminating the 80 percent supermajority voting requirements will enable shareholders to have a more meaningful voice in various governance matters that impact their rights, thus enhancing the company's corporate governance structure.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; - The company maintains an auto-accelerated equity vesting change-in-control provision.						

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Teleflex Incorporated

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
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.94 percent of the fees paid to the auditor are for non-audit purposes.						
7	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. Although the proposal also requests the elimination of a one-year holding period provision, the precatory proposal inherently affords the board flexibility to maintain appropriate safeguards against abuse.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/14/2023	Auto-Approved 04/14/2023		56	56
					Total Shares:	**56**	**56**

The Timken Company

Meeting Date: 05/05/2023 **Country:** USA **Ticker:** TKR **Proxy Level:** 3

Record Date: 02/21/2023 **Meeting Type:** Annual **Meeting ID:** 1731064

Primary Security ID: 887389104 **Primary CUSIP:** 887389104 **Primary ISIN:** US8873891043 **Primary SEDOL:** 2892807

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,835 ***Shares on Loan:** 0 **Shares Instructed:** 1,835 **Shares Voted:** 1,835

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maria A. Crowe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Elizabeth A. Harrell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Richard G. Kyle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Sarah C. Lauber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director John A. Luke, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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The Timken Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Christopher L. Mapes	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.						
1.7	Elect Director James F. Palmer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Ajita G. Rajendra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Frank C. Sullivan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director John M. Timken, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Ward J. Timken, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 13.12 percent of the fees paid to the auditor are for non-audit purposes.						
5	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	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. Although the proposal also requests the elimination of a one-year holding period provision, the precatory proposal inherently affords the board flexibility to maintain appropriate safeguards against abuse.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2023	Auto-Approved 04/18/2023		291	291
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/18/2023	Auto-Approved 04/18/2023		1,544	1,544
					Total Shares:	**1,835**	**1,835**

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The Timken Company

Berkshire Hathaway Inc.

Meeting Date: 05/06/2023	**Country:** USA	**Ticker:** BRK.B	**Proxy Level:** 3
Record Date: 03/08/2023	**Meeting Type:** Annual	**Meeting ID:** 1730666	
Primary Security ID: 084670702	**Primary CUSIP:** 084670702	**Primary ISIN:** US0846707026	**Primary SEDOL:** 2073390
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 3,323	***Shares on Loan:** 0	**Shares Instructed:** 3,323	**Shares Voted:** 3,323

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. WITHHOLD votes are warranted for CEO and Chairman Warren Buffett, given that the CEO and 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.WITHHOLD votes are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.2	Elect Director Charles T. Munger	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.WITHHOLD votes are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.3	Elect Director Gregory E. Abel	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.4	Elect Director Howard G. Buffett	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.5	Elect Director Susan A. Buffett	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.6	Elect Director Stephen B. Burke	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset.WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures.A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities.WITHHOLD votes are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						

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Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Kenneth I. Chenault	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset.WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures.A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities.WITHHOLD votes are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.8	Elect Director Christopher C. Davis	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.9	Elect Director Susan L. Decker	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset.WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures.A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities.WITHHOLD votes are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.10	Elect Director Charlotte Guyman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset.WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures.A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities.WITHHOLD votes are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.11	Elect Director Ajit Jain	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.12	Elect Director Thomas S. Murphy, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.13	Elect Director Ronald L. Olson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.14	Elect Director Wallace R. Weitz	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.WITHHOLD votes are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						

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Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.15	Elect Director Meryl B. Witmer	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Two NEOs continue to receive large base salaries of $16.0 million each and overall pay is not clearly linked to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives.						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Three Years	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Report on Physical and Transitional Climate-Related Risks and Opportunities	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted as shareholders would benefit from corporate-level disclosure on the climate risks the company judges as material and plans to mitigate those risks.						
5	Report on Audit Committee's Oversight on Climate Risks and Disclosures	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted at this time because the enhanced disclosure would allow shareholders to assess the board s governance and risk oversight mechanisms in place to protect the company from potentially adverse regulatory requirements and market changes related to the energy transition.						
6	Report If and How Company Will Measure, Disclose and Reduce GHG Emissions	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted at this time because the requested report would allow shareholders to evaluate emissions from Berkshire's insurance group and the report may help the company prepare for state climate regulations.						
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted due to: - The absence of information regarding comprehensive company diversity-related policies, programs or metrics; and - The potential benefits for shareholders of increased reporting of diversity-related efforts and program effectiveness.						
8	Require Independent Board Chair	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.						
9	Encourage Senior Management Commitment to Avoid Political Speech	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Especially given the fact that there are no well-known controversies related to senior executives political speech, such micromanaging of senior executives speech is not necessary.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/24/2023	Auto-Approved 04/24/2023		3,323	3,323

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Total Shares:	**3,323**	**3,323**

Bank OZK

Meeting Date: 05/08/2023	**Country:** USA	**Ticker:** OZK	**Proxy Level:** 3
Record Date: 03/01/2023	**Meeting Type:** Annual	**Meeting ID:** 1730728	
Primary Security ID: 06417N103	**Primary CUSIP:** 06417N103	**Primary ISIN:** US06417N1037	**Primary SEDOL:** BZ56Q65
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 180	***Shares on Loan:** 0	**Shares Instructed:** 180	**Shares Voted:** 180

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicholas Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Paula Cholmondeley	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Beverly Cole	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Robert East	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Kathleen Franklin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jeffrey Gearhart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director George Gleason	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Peter Kenny	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director William A. Koefoed, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Elizabeth Musico	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Christopher Orndorff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Steven Sadoff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Ross Whipple	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Bank OZK

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: A vote FOR this item is warranted because only 11.41 percent of the fees paid to the auditor are for non-audit purposes.						
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		180	180
			03/29/2023	04/06/2023			
					Total Shares:	**180**	**180**

International Paper Company

Meeting Date: 05/08/2023 **Country:** USA **Ticker:** IP **Proxy Level:** 3

Record Date: 03/09/2023 **Meeting Type:** Annual **Meeting ID:** 1735188

Primary Security ID: 460146103 **Primary CUSIP:** 460146103 **Primary ISIN:** US4601461035 **Primary SEDOL:** 2465254

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

Votable Shares: 408 ***Shares on Loan:** 0 **Shares Instructed:** 408 **Shares Voted:** 408

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher M. Connor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Ahmet C. Dorduncu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Ilene S. Gordon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Anders Gustafsson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Jacqueline C. Hinman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Clinton A. Lewis, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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International Paper Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Donald G. (DG) Macpherson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Kathryn D. Sullivan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Kathryn Sullivan, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1i	Elect Director Mark S. Sutton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Anton V. Vincent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Ray G. Young	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.97 percent of the fees paid to the auditor are for non-audit purposes.						
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 CEO pay and company performance are reasonably aligned at this time. Annual and long-term incentives are based on objective financial performance metrics and were earned below target during the year in review, aligned with company performance.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Require Independent Board Chair	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.						
6	Report on Risks Related to Operations in China	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: see screen note						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/24/2023	Auto-Approved 04/24/2023		408	408
					Total Shares:	**408**	**408**

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Ritchie Bros. Auctioneers Incorporated

Meeting Date: 05/08/2023	**Country:** Canada	**Ticker:** RBA	**Proxy Level:** 3
Record Date: 04/05/2023	**Meeting Type:** Annual/Special	**Meeting ID:** 1735780	
Primary Security ID: 767744105	**Primary CUSIP:** 767744105	**Primary ISIN:** CA7677441056	**Primary SEDOL:** 2345390
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 324	***Shares on Loan:** 0	**Shares Instructed:** 324	**Shares Voted:** 324

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Erik Olsson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
1b	Elect Director Ann Fandozzi	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
1c	Elect Director Brian Bales	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
1d	Elect Director William (Bill) Breslin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
1e	Elect Director Adam DeWitt	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
1f	Elect Director Robert George Elton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
1g	Elect Director Lisa Hook	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
1h	Elect Director Timothy O'Day	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
1i	Elect Director Sarah Raiss	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
1j	Elect Director Michael Sieger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
1k	Elect Director Jeffrey C. Smith	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
1l	Elect Director Carol M. Stephenson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.66 percent of the fees paid to the auditor are for non-audit purposes.						

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

Ritchie Bros. Auctioneers Incorporated

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.						
4	Approve 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.						
5	Approve Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as: - The purchase price is reasonable; - The shares reserved is relatively conservative; and - The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.						
6	Change Company Name to RB Global, Inc.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that it is unlikely that the name change would have a negative financial impact on the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2023	Auto-Approved 04/18/2023		324	324
					Total Shares:	**324**	**324**

Uber Technologies, Inc.

Meeting Date: 05/08/2023 **Country:** USA **Ticker:** UBER **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1735507

Primary Security ID: 90353T100 **Primary CUSIP:** 90353T100 **Primary ISIN:** US90353T1007 **Primary SEDOL:** BK6N347

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 13,153 ***Shares on Loan:** 0 **Shares Instructed:** 13,153 **Shares Voted:** 13,153

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald Sugar	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Revathi Advaithi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Ursula Burns	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Robert Eckert	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Amanda Ginsberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Uber Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Dara Khosrowshahi	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Wan Ling Martello	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director John Thain	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director David I. Trujillo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Alexander Wynaendts	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.94 percent of the fees paid to the auditor are for non-audit purposes.						
4	Commission a Third-Party Audit on Driver Health and Safety	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure through third-party auditing on driver health and safety, to better understand and assess the company's safety policies, programs, and oversight mechanisms.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 04/24/2023	Auto-Approved 04/24/2023		12,584	12,584
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/24/2023	Auto-Approved 04/24/2023		569	569
					Total Shares:	**13,153**	**13,153**

Warner Bros. Discovery, Inc.

Meeting Date: 05/08/2023 **Country:** USA **Ticker:** WBD **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1736323

Primary Security ID: 934423104 **Primary CUSIP:** 934423104 **Primary ISIN:** US9344231041 **Primary SEDOL:** BM8JYX3

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

Warner Bros. Discovery, Inc.

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,143 ***Shares on Loan:** 0 **Shares Instructed:** 1,143 **Shares Voted:** 1,143

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Li Haslett Chen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Kenneth W. Lowe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Paula A. Price	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director David M. Zaslav	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.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 11.30 percent of the fees paid to the auditor are for non-audit purposes.						
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 that the company recently modified the CEO's employment agreement without removing the entitlement to a problematic modified single-trigger cash severance. The company also has not disclosed any short- and long-term E&S performance incentives. In addition, an unmitigated pay-for-performance misalignment exists for the year in review. The CEO continues to receive a large base salary as well as annual bonus opportunity. The strategic goal portion of the annual bonus is poorly disclosed, along with actual performance. This is compounded in the LTI program, as certain overlapping metrics are used in both programs, including a relatively short performance period. Disclosure of strategic metrics remains relatively poor in the LTI program, which makes up the majority of the program. Though some positive changes were made in response to shareholder feedback, some changes appear to be merely incremental improvements, which will be further analyzed in next year's report.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Adopt Simple Majority Vote	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.						
6	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional public reporting on the company's direct and indirect political activities and expenditures would benefit shareholders in assessing its management of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2023	Auto-Approved 04/25/2023		1,112	1,112
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/25/2023	Auto-Approved 04/25/2023		31	31
					Total Shares:	**1,143**	**1,143**

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Warner Bros. Discovery, Inc.

3M Company

Meeting Date: 05/09/2023 | **Country:** USA | **Ticker:** MMM | **Proxy Level:** 3

Record Date: 03/14/2023 | **Meeting Type:** Annual | **Meeting ID:** 1732590

Primary Security ID: 88579Y101 | **Primary CUSIP:** 88579Y101 | **Primary ISIN:** US88579Y1010 | **Primary SEDOL:** 2595708

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

Votable Shares: 335 | ***Shares on Loan:** 0 | **Shares Instructed:** 335 | **Shares Voted:** 335

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas "Tony" K. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Anne H. Chow	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director David B. Dillon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Michael L. Eskew	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director James R. Fitterling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Amy E. Hood	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Suzan Kereere	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Pedro J. Pizarro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Michael F. Roman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.10 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.						

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3M Company

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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/20/2023	Auto-Approved 04/20/2023		335	335
					Total Shares:	**335**	**335**

Arthur J. Gallagher & Co.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** AJG **Proxy Level:** 3

Record Date: 03/16/2023 **Meeting Type:** Annual **Meeting ID:** 1734454

Primary Security ID: 363576109 **Primary CUSIP:** 363576109 **Primary ISIN:** US3635761097 **Primary SEDOL:** 2359506

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

Votable Shares: 62 ***Shares on Loan:** 0 **Shares Instructed:** 62 **Shares Voted:** 62

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sherry S. Barrat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director William L. Bax	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Teresa H. Clarke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director D. John Coldman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director J. Patrick Gallagher, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director David S. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Christopher C. Miskel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Ralph J. Nicoletti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Norman L. Rosenthal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Arthur J. Gallagher & Co.

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: A vote FOR this item is warranted because only 6.25 percent of the fees paid to the auditor are for non-audit purposes.						
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 were reasonably aligned for the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Amend Certificate of Incorporation to Limit the Personal Liability of Certain Officers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/17/2023	Auto-Approved 04/17/2023		62	62
					Total Shares:	**62**	**62**

Cummins Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** CMI **Proxy Level:** 3
Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1734833
Primary Security ID: 231021106 **Primary CUSIP:** 231021106 **Primary ISIN:** US2310211063 **Primary SEDOL:** 2240202

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 101 ***Shares on Loan:** 0 **Shares Instructed:** 101 **Shares Voted:** 101

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Elect Director Jennifer W. Rumsey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
3	Elect Director Gary L. Belske	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Cummins Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Elect Director Robert J. Bernhard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
5	Elect Director Bruno V. Di Leo Allen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
6	Elect Director Stephen B. Dobbs	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Stephen (Steve) Dobbs, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
7	Elect Director Carla A. Harris	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
8	Elect Director Thomas J. Lynch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
9	Elect Director William I. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
10	Elect Director Georgia R. Nelson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
11	Elect Director Kimberly A. Nelson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
12	Elect Director Karen H. Quintos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
13	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 CEO pay and company performance are reasonably aligned at this time. The majority of pay is conditioned on clearly disclosed financial performance metrics, and performance targets were set at more rigorous levels than the prior year.						
14	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
15	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.37 percent of the fees paid to the auditor are for non-audit purposes.						
16	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The proposal seeks to increase the annual limit on aggregate matching contributions under the plan to $30 million. The plan encourages broad-based share ownership, and purchase prices as well as limits on contributions are reasonable.						

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Cummins Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
17	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.						
18	Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Incorporating climate-related performance measures, including GHG emissions reduction goals, 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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		101	101
			04/25/2023	04/25/2023			
					Total Shares:	**101**	**101**

Danaher Corporation

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** DHR **Proxy Level:** 3

Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1736021

Primary Security ID: 235851102 **Primary CUSIP:** 235851102 **Primary ISIN:** US2358511028 **Primary SEDOL:** 2250870

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

Votable Shares: 928 ***Shares on Loan:** 0 **Shares Instructed:** 928 **Shares Voted:** 928

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Feroz Dewan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Linda Filler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Teri List	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.						
1e	Elect Director Walter G. Lohr, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jessica L. Mega	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Danaher Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Mitchell P. Rales	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Steven M. Rales	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Pardis C. Sabeti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director A. Shane Sanders	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.						
1k	Elect Director John T. Schwieters	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.						
1l	Elect Director Alan G. Spoon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Raymond C. Stevens	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.						
1n	Elect Director Elias A. Zerhouni	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.56 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual incentives are primarily based on pre-set financial goals and half of the targeted long-term incentives are performance-based and utilize a multi-year performance period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Require Independent Board Chair	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.						

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

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of the company's diversity, equity, and inclusion efforts and management of related risks.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/26/2023	Auto-Approved 04/26/2023		928	928
					Total Shares:	**928**	**928**

First American Financial Corporation

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** FAF **Proxy Level:** 3

Record Date: 03/17/2023 **Meeting Type:** Annual **Meeting ID:** 1737629

Primary Security ID: 31847R102 **Primary CUSIP:** 31847R102 **Primary ISIN:** US31847R1023 **Primary SEDOL:** B4NFPK4

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

Votable Shares: 470 ***Shares on Loan:** 0 **Shares Instructed:** 470 **Shares Voted:** 470

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth D. DeGiorgio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director James L. Doti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Michael D. McKee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Marsha A. Spence	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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First American Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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.						
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.50 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/13/2023	Auto-Approved 04/13/2023		470	470
					Total Shares:	**470**	**470**

First Solar, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** FSLR **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1737125

Primary Security ID: 336433107 **Primary CUSIP:** 336433107 **Primary ISIN:** US3364331070 **Primary SEDOL:** B1HMF22

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

Votable Shares: 53 ***Shares on Loan:** 0 **Shares Instructed:** 53 **Shares Voted:** 53

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	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Richard D. Chapman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Anita Marangoly George	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director George A. ("Chip") Hambro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Molly E. Joseph	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Craig Kennedy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Lisa A. Kro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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First Solar, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director William J. Post	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Paul H. Stebbins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Michael T. Sweeney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Mark R. Widmar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Norman L. Wright	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 18.24 percent of the fees paid to the auditor are for non-audit purposes.						
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. The annual and long-term incentives are primarily based on pre-set metrics, and the long-term incentives are based on multi-year performance, although there is some concern regarding incomplete goal disclosure in the STI and LTI plans						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/14/2023	Auto-Approved 04/14/2023		53	53
					Total Shares:	**53**	**53**

Iron Mountain Incorporated

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** IRM **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1737105

Primary Security ID: 46284V101 **Primary CUSIP:** 46284V101 **Primary ISIN:** US46284V1017 **Primary SEDOL:** BVFTF03

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

Votable Shares: 672 ***Shares on Loan:** 0 **Shares Instructed:** 672 **Shares Voted:** 672

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer Allerton	Mgmt	Yes	For	For	For	For

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

Iron Mountain Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Pamela M. Arway	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Clarke H. Bailey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Kent P. Dauten	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Monte Ford	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Robin L. Matlock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director William L. Meaney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Wendy J. Murdock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Walter C. Rakowich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Doyle R. Simons	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There are some concerns with the LTI program. Operational PSUs under the core plan utilize annual measurement periods and there is a second vesting route which provides for exceedingly high vesting opportunities. Additionally, the relative TSR metric targets median and forward-looking operational PSU goals are not disclosed. However, pay and performance are reasonably aligned for the year in review. Additionally, STI awards are predominantly based on pre-set goals, and the large majority of LTI awards are performance-conditioned. Further PSUs include a vesting cap if absolute TSR is negative. On balance, a vote FOR this proposal is warranted, with caution. Continued close monitoring of the LTI program structure, disclosure, and payouts is warranted.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 21.95 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/20/2023	Auto-Approved 04/20/2023		672	672

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Iron Mountain Incorporated

Total Shares:	672	672

LKQ Corporation

Meeting Date: 05/09/2023	**Country:** USA	**Ticker:** LKQ	**Proxy Level:** 3
Record Date: 03/13/2023	**Meeting Type:** Annual	**Meeting ID:** 1731261	
Primary Security ID: 501889208	**Primary CUSIP:** 501889208	**Primary ISIN:** US5018892084	**Primary SEDOL:** 2971029
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 236	***Shares on Loan:** 0	**Shares Instructed:** 236	**Shares Voted:** 236

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick Berard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Meg A. Divitto	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Joseph M. Holsten	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Blythe J. McGarvie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director John W. Mendel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jody G. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Guhan Subramanian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Xavier Urbain	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Dominick Zarcone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 18.96 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted as pay and performance are reasonably aligned. The company's STI and LTI programs are both entirely based on preset objective metrics although a concern is noted about the rigor of the metric used for a portion of the long-term incentives.						

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

LKQ Corporation

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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/14/2023	Auto-Approved 04/14/2023		236	236
					Total Shares:	**236**	**236**

Loews Corporation

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** L **Proxy Level:** 3

Record Date: 03/14/2023 **Meeting Type:** Annual **Meeting ID:** 1736040

Primary Security ID: 540424108 **Primary CUSIP:** 540424108 **Primary ISIN:** US5404241086 **Primary SEDOL:** 2523022

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

Votable Shares: 2,288 ***Shares on Loan:** 0 **Shares Instructed:** 2,288 **Shares Voted:** 2,288

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Ann E. Berman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1B	Elect Director Joseph L. Bower	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1C	Elect Director Charles D. Davidson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1D	Elect Director Charles M. Diker	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1E	Elect Director Paul J. Fribourg	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1F	Elect Director Walter L. Harris	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1G	Elect Director Susan P. Peters	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1H	Elect Director Andrew H. Tisch	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1I	Elect Director James S. Tisch	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						

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Loews Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1J	Elect Director Jonathan M. Tisch	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1K	Elect Director Anthony Welters	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
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. Although there is some concern over incomplete disclosure of adjustments to the primary metric utilized under the STI and LTI programs, and the LTI metric is measured annually and overlaps with the STI metric, pay and performance are reasonably aligned at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Amend Certificate of Incorporation to Allow Exculpation of Certain Officers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,288	2,288
			04/13/2023	04/13/2023			
					Total Shares:	**2,288**	**2,288**

National Instruments Corporation

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** NATI **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1734540

Primary Security ID: 636518102 **Primary CUSIP:** 636518102 **Primary ISIN:** US6365181022 **Primary SEDOL:** 2645078

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

Votable Shares: 427 ***Shares on Loan:** 0 **Shares Instructed:** 427 **Shares Voted:** 427

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael E. McGrath	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						

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National Instruments Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Alexander M. Davern	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
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 and no significant concerns are highlighted at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 20.31 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/14/2023	Auto-Approved 04/14/2023		427	427
					Total Shares:	**427**	**427**

Pentair plc

Meeting Date: 05/09/2023 **Country:** Ireland **Ticker:** PNR **Proxy Level:** N/A

Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1730927

Primary Security ID: G7S00T104 **Primary CUSIP:** G7S00T104 **Primary ISIN:** IE00BLS09M33 **Primary SEDOL:** BLS09M3

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

Votable Shares: 231 ***Shares on Loan:** 0 **Shares Instructed:** 231 **Shares Voted:** 231

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mona Abutaleb Stephenson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Melissa Barra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director T. Michael Glenn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Theodore L. Harris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Pentair plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director David A. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Gregory E. Knight	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Michael T. Speetzen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director John L. Stauch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Billie I. Williamson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual incentives were based on pre-set financial performance metrics and half of equity incentives were performance-based, with a multi-year performance period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors and Authorise Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.78 percent of the fees paid to the auditor are for non-audit purposes.						
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is warranted as the share issuance request is limited to 20 percent of issued share capital.						
6	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is warranted as the share issuance request is limited to 20 percent of issued share capital.						
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2023	Auto-Approved 04/25/2023		231	231
					Total Shares:	**231**	**231**

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Pentair plc

Prudential Financial, Inc.

Meeting Date: 05/09/2023	**Country:** USA	**Ticker:** PRU	**Proxy Level:** 3
Record Date: 03/10/2023	**Meeting Type:** Annual	**Meeting ID:** 1733224	
Primary Security ID: 744320102	**Primary CUSIP:** 744320102	**Primary ISIN:** US7443201022	**Primary SEDOL:** 2819118
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 341	***Shares on Loan:** 0	**Shares Instructed:** 341	**Shares Voted:** 341

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gilbert F. Casellas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Robert M. Falzon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Martina Hund-Mejean	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Wendy E. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Charles F. Lowrey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Sandra Pianalto	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Christine A. Poon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Douglas A. Scovanner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Michael A. Todman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	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.						
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. Annual incentives were entirely based on financial performance, and a majority of equity incentives are based on performance measured over a multi-year period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Prudential Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Require Independent Board Chair	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/19/2023	Auto-Approved 04/19/2023		341	341
					Total Shares:	**341**	**341**

RenaissanceRe Holdings Ltd.

Meeting Date: 05/09/2023 **Country:** Bermuda **Ticker:** RNR **Proxy Level:** N/A

Record Date: 03/09/2023 **Meeting Type:** Annual **Meeting ID:** 1733382

Primary Security ID: G7496G103 **Primary CUSIP:** G7496G103 **Primary ISIN:** BMG7496G1033 **Primary SEDOL:** 2728429

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

Votable Shares: 197 ***Shares on Loan:** 0 **Shares Instructed:** 197 **Shares Voted:** 197

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David C. Bushnell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director James L. Gibbons	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Shyam Gidumal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Torsten Jeworrek	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 annual incentives and the company's performance shares are conditioned on clearly disclosed objective performance metrics. Nevertheless, concerns are noted regarding the rigor of the relative performance metrics underlying annual incentive awards, as well as the CEO's relatively large annual incentive award opportunity.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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RenaissanceRe Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Approve PricewaterhouseCoopers Ltd. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.76 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/17/2023	Auto-Approved 04/17/2023		197	197
					Total Shares:	**197**	**197**

T. Rowe Price Group, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** TROW **Proxy Level:** 3

Record Date: 03/01/2023 **Meeting Type:** Annual **Meeting ID:** 1731944

Primary Security ID: 74144T108 **Primary CUSIP:** 74144T108 **Primary ISIN:** US74144T1088 **Primary SEDOL:** 2702337

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 508 ***Shares on Loan:** 0 **Shares Instructed:** 508 **Shares Voted:** 508

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glenn R. August	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Mark S. Bartlett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Dina Dublon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Freeman A. Hrabowski, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Robert F. MacLellan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Eileen P. Rominger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Robert W. Sharps	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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T. Rowe Price Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Robert J. Stevens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director William J. Stromberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Sandra S. Wijnberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Alan D. Wilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Annual incentives, which represent the largest component of compensation, are guided by a wide-ranging performance assessment but are ultimately determined discretionarily, with limited disclosure of the key determinants of bonus levels. While this issue warrants continued monitoring, CEO pay and company performance are reasonably aligned for the year in review, as the decrease in incentive awards for new CEO Sharps directionally aligns with financial and stock price performance. A vote FOR this proposal is therefore warranted. However, a quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure and disclosure practices.						
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The employee stock purchase plan is sufficiently broad-based and, to date, all shares have been purchased on the open market.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.94 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2023	Auto-Approved 04/18/2023		453	453
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/18/2023	Auto-Approved 04/18/2023		55	55
					Total Shares:	**508**	**508**

The Gap, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** GPS **Proxy Level:** 3

Record Date: 03/21/2023 **Meeting Type:** Annual **Meeting ID:** 1735843

Primary Security ID: 364760108 **Primary CUSIP:** 364760108 **Primary ISIN:** US3647601083 **Primary SEDOL:** 2360326

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The Gap, Inc.

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

Votable Shares: 920 ***Shares on Loan:** 0 **Shares Instructed:** 920 **Shares Voted:** 920

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard Dickson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Elisabeth B. Donohue	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Robert J. Fisher	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.						
1d	Elect Director William S. Fisher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Tracy Gardner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kathryn Hall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Bob L. Martin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Amy Miles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Chris O'Neill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Mayo A. Shattuck, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Tariq Shaukat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Salaam Coleman Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 23.78 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.						

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The Gap, 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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 cost is excessive; and - The plan allows broad discretion to accelerate vesting.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2023	Auto-Approved 04/18/2023		920	920
					Total Shares:	**920**	**920**

The Hanover Insurance Group, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** THG **Proxy Level:** 3

Record Date: 03/17/2023 **Meeting Type:** Annual **Meeting ID:** 1733676

Primary Security ID: 410867105 **Primary CUSIP:** 410867105 **Primary ISIN:** US4108671052 **Primary SEDOL:** 2020415

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

Votable Shares: 100 ***Shares on Loan:** 0 **Shares Instructed:** 100 **Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Francisco A. Aristeguieta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Jane D. Carlin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Elizabeth A. Ward	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	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 432 of the Internal Revenue Code.						
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.						

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The Hanover Insurance Group, 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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.10 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/04/2023	Auto-Approved 04/09/2023		100	100
					Total Shares:	**100**	**100**

Valero Energy Corporation

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** VLO **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1732607

Primary Security ID: 91913Y100 **Primary CUSIP:** 91913Y100 **Primary ISIN:** US91913Y1001 **Primary SEDOL:** 2041364

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,107 ***Shares on Loan:** 0 **Shares Instructed:** 1,107 **Shares Voted:** 1,107

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred M. Diaz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1b	Elect Director H. Paulett Eberhart	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1c	Elect Director Marie A. Ffolkes	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1d	Elect Director Joseph W. Gorder	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						

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Valero Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Kimberly S. Greene	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1f	Elect Director Deborah P. Majoras	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1g	Elect Director Eric D. Mullins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1h	Elect Director Donald L. Nickles	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1i	Elect Director Robert A. Profusek	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1j	Elect Director Randall J. Weisenburger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1k	Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.37 percent of the fees paid to the auditor are for non-audit purposes.						
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. After last year's say-on-pay proposal received significant opposition, the compensation committee demonstrated adequate responsiveness to shareholder concerns by modifying the structure of the performance share program for FY23 grants. Further, pay and performance are reasonably aligned for the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Valero Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Report on Climate Transition Plan and GHG Emissions Reduction Targets	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change-related risks.						
6	Oversee and Report a Racial Equity Audit	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, because a racial equity audit would shareholders better evaluate the company s management of potential racial equity or human rights concerns, including from pollution or GHG emissions, that are associated with its operations.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		977	977
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		130	130
					Total Shares:	**1,107**	**1,107**

Waste Management, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** WM **Proxy Level:** 3

Record Date: 03/14/2023 **Meeting Type:** Annual **Meeting ID:** 1735455

Primary Security ID: 94106L109 **Primary CUSIP:** 94106L109 **Primary ISIN:** US94106L1098 **Primary SEDOL:** 2937667

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

Votable Shares: 198 ***Shares on Loan:** 0 **Shares Instructed:** 198 **Shares Voted:** 198

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bruce E. Chinn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director James C. Fish, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Andres R. Gluski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Victoria M. Holt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Kathleen M. Mazzarella	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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

Waste Management, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Sean E. Menke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director William B. Plummer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director John C. Pope	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Maryrose T. Sylvester	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Although some concerns are raised in the analysis, STI and LTI payouts are aligned with robust company and shareholder outcomes.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Approve 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/26/2023	Auto-Approved 04/26/2023		198	198
					Total Shares:	**198**	**198**

Wyndham Hotels & Resorts, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** WH **Proxy Level:** 3

Record Date: 03/17/2023 **Meeting Type:** Annual **Meeting ID:** 1735543

Primary Security ID: 98311A105 **Primary CUSIP:** 98311A105 **Primary ISIN:** US98311A1051 **Primary SEDOL:** BF108P4

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

Votable Shares: 100 ***Shares on Loan:** 0 **Shares Instructed:** 100 **Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. Holmes	Mgmt	Yes	For	For	For	For

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Wyndham Hotels & Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Geoffrey A. Ballotti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Myra J. Biblowit	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director James E. Buckman	Mgmt	Yes	For	For	Against	Against
	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.						
1e	Elect Director Bruce B. Churchill	Mgmt	Yes	For	For	Against	Against
	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.						
1f	Elect Director Mukul V. Deoras	Mgmt	Yes	For	For	Against	Against
	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.						
1g	Elect Director Ronald L. Nelson	Mgmt	Yes	For	For	Against	Against
	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.						
1h	Elect Director Pauline D.E. Richards	Mgmt	Yes	For	For	Against	Against
	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.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.						
3	Amend Certificate of Incorporation To Provide for Exculpation of Certain Officers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 32.59 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2023	Auto-Approved 04/18/2023		100	100
					Total Shares:	**100**	**100**

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Wyndham Hotels & Resorts, Inc.

American Airlines Group Inc.

Meeting Date: 05/10/2023	**Country:** USA	**Ticker:** AAL	**Proxy Level:** 3
Record Date: 03/13/2023	**Meeting Type:** Annual	**Meeting ID:** 1737120	
Primary Security ID: 02376R102	**Primary CUSIP:** 02376R102	**Primary ISIN:** US02376R1023	**Primary SEDOL:** BCV7KT2
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 289	***Shares on Loan:** 0	**Shares Instructed:** 289	**Shares Voted:** 289

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Jeffrey D. Benjamin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1B	Elect Director Adriane M. Brown	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1C	Elect Director John T. Cahill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1D	Elect Director Michael J. Embler	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1F	Elect Director Matthew J. Hart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1G	Elect Director Robert D. Isom	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1H	Elect Director Susan D. Kronick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1I	Elect Director Martin H. Nesbitt	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1J	Elect Director Denise M. O'Leary	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1K	Elect Director Vicente Reynal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1L	Elect Director Gregory D. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1M	Elect Director Douglas M. Steenland	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

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American Airlines 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 CEO pay and company performance are reasonably aligned at this time. The company reintroduced an annual incentive plan which utilized objective performance metrics, and targets half of its equity awards to be conditioned on long-term financial performance.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Approve 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.						
6	Adopt Simple Majority Vote	SH	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the elimination of the supermajority voting requirements would enhance shareholder rights.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/19/2023	Auto-Approved 04/19/2023		289	289
					Total Shares:	**289**	**289**

American International Group, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** AIG **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1736333

Primary Security ID: 026874784 **Primary CUSIP:** 026874784 **Primary ISIN:** US0268747849 **Primary SEDOL:** 2027342

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,516 ***Shares on Loan:** 0 **Shares Instructed:** 1,516 **Shares Voted:** 1,516

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paola Bergamaschi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director James Cole, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director W. Don Cornwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Linda A. Mills	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Diana M. Murphy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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American International Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Peter R. Porrino	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director John G. Rice	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Therese M. Vaughan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Vanessa A. Wittman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Peter Zaffino	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. There are significant concerns surrounding the magnitude and structure of a large off-cycle award granted to the CEO in connection with entering into a five-year employment agreement. On the positive side, the award has a relatively long five-year cliff vesting period. However, the award, which was granted amid back-to-back increases in target LTI opportunities, lacks performance-vesting criteria. With respect to regular incentive awards, some concern is raised by the STI program structure, as awards may be substantially increased by discretionary assessments of individual performance and have been for the CEO's awards for consecutive years. Lastly, the relative TSR metric in the LTI program, although not heavily weighted, provides for target vesting for below median performance against a relatively small peer group.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.39 percent of the fees paid to the auditor are for non-audit purposes.						
4	Require Independent Board Chair	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/24/2023	Auto-Approved 04/24/2023		1,431	1,431
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/24/2023	Auto-Approved 04/24/2023		85	85
					Total Shares:	**1,516**	**1,516**

American Water Works Company, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** AWK **Proxy Level:** 3

Record Date: 03/17/2023 **Meeting Type:** Annual **Meeting ID:** 1735298

Primary Security ID: 030420103 **Primary CUSIP:** 030420103 **Primary ISIN:** US0304201033 **Primary SEDOL:** B2R3PV1

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

American Water Works Company, Inc.

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

Votable Shares: 77 ***Shares on Loan:** 0 **Shares Instructed:** 77 **Shares Voted:** 77

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Martha Clark Goss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director M. Susan Hardwick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Kimberly J. Harris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Laurie P. Havanec	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Julia L. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Patricia L. Kampling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Karl F. Kurz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Michael L. Marberry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director James G. Stavridis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
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 were reasonably aligned for the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.25 percent of the fees paid to the auditor are for non-audit purposes.						

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American Water Works Company, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Oversee and Report a Racial Equity Audit	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of American Water's efforts to address racial inequity.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/27/2023	Auto-Approved 04/27/2023		77	77
					Total Shares:	**77**	**77**

Centene Corporation

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** CNC **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1734038

Primary Security ID: 15135B101 **Primary CUSIP:** 15135B101 **Primary ISIN:** US15135B1017 **Primary SEDOL:** 2807061

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

Votable Shares: 714 ***Shares on Loan:** 0 **Shares Instructed:** 714 **Shares Voted:** 714

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jessica L. Blume	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Kenneth A. Burdick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Christopher J. Coughlin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director H. James Dallas	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Wayne S. DeVeydt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Frederick H. Eppinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Monte E. Ford	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Sarah M. London	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Centene Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Lori J. Robinson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Theodore R. Samuels	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Pay and performance are reasonably aligned and no significant concerns were identified for the year in review. Incentive pay programs are largely performance-based and changes for next year will improve the programs. Further, following last year's failed say-on-pay vote, the board conducted significant shareholder outreach and discloses shareholders' specific concerns. Moreover, the board has made numerous positive changes to pay programs and disclosures to address those concerns. As such, the committee has demonstrated sufficient responsiveness. Accordingly, a vote FOR this proposal is warranted.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company maintains a policy which limits cash severance to a reasonable basis absent shareholder approval, and no significant concerns are identified with respect to the company's broad-based equity award treatment.						
6	Report on Maternal Morbidity Reduction Metrics in Executive Compensation	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because this request is not considered burdensome and incorporating maternal morbidity metrics as a broader component of senior executive pay setting decision-making would serve to incentivize executives to ensure company performance.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		714	714
			04/28/2023	04/28/2023			
					Total Shares:	**714**	**714**

CSX Corporation

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** CSX **Proxy Level:** 3

Record Date: 03/08/2023 **Meeting Type:** Annual **Meeting ID:** 1733927

Primary Security ID: 126408103 **Primary CUSIP:** 126408103 **Primary ISIN:** US1264081035 **Primary SEDOL:** 2160753

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

CSX Corporation

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 2,769 ***Shares on Loan:** 0 **Shares Instructed:** 2,769 **Shares Voted:** 2,769

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
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Thomas P. Bostick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Steven T. Halverson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Paul C. Hilal	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Joseph R. Hinrichs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director David M. Moffett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Linda H. Riefler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director James L. Wainscott	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director J. Steven Whisler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director John J. Zillmer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: 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: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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. Following last year's low say-on-pay vote, the company contacted a substantial portion of its shareholders, disclosed details of those engagement efforts, and made several meaningful changes to the compensation program to address concerns. In addition, annual incentives were primarily determined by pre-set objective metrics, with clear disclosure of targets, per-metric weights, and actual results. Further, the committee did not apply discretionary adjustments, which was a noted shareholder concern, aligning payouts with quantifiable metrics. Moreover, half of long-term incentives were performance conditioned and measured over a multi-year period, and the percentage of PSUs will be increased in FY23.						

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CSX Corporation

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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/17/2023	Auto-Approved 04/17/2023		2,604	2,604
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/17/2023	Auto-Approved 04/17/2023		165	165
					Total Shares:	**2,769**	**2,769**

Dominion Energy, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** D **Proxy Level:** 4

Record Date: 03/03/2023 **Meeting Type:** Annual **Meeting ID:** 1734859

Primary Security ID: 25746U109 **Primary CUSIP:** 25746U109 **Primary ISIN:** US25746U1097 **Primary SEDOL:** 2542049

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

Votable Shares: 2,552 ***Shares on Loan:** 0 **Shares Instructed:** 2,552 **Shares Voted:** 2,552

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director James A. Bennett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, James Bennett, D. Maybank Hagood, Ronald Jibson and Michael Szymanczyk, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1B	Elect Director Robert M. Blue	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1C	Elect Director D. Maybank Hagood	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, James Bennett, D. Maybank Hagood, Ronald Jibson and Michael Szymanczyk, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1D	Elect Director Ronald W. Jibson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, James Bennett, D. Maybank Hagood, Ronald Jibson and Michael Szymanczyk, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1E	Elect Director Mark J. Kington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1F	Elect Director Kristin G. Lovejoy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Dominion Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1G	Elect Director Joseph M. Rigby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1H	Elect Director Pamela J. Royal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1I	Elect Director Robert H. Spilman, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1J	Elect Director Susan N. Story	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1K	Elect Director Michael E. Szymanczyk	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, James Bennett, D. Maybank Hagood, Ronald Jibson and Michael Szymanczyk, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
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. Annual incentives are largely based on pre-set financial metrics, and the vast majority of long-term awards are performance-based, utilizing a multi-year measurement period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Amend Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The proposed informational requirements are reasonable and consistent with information requirements for director nominees and shareholder proposals at annual meetings. Accordingly, a vote FOR this proposal is warranted.						
6	Amend Advance Notice Provisions for Director Nominations	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed time frame for submission of director nominations or other proposals is considered reasonable, and consistent with the newly adopted SEC universal proxy rules.						
7	Require Independent Board Chair	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/28/2023	Auto-Approved 04/28/2023		2,552	2,552
					Total Shares:	**2,552**	**2,552**

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Dominion Energy, Inc.

Elevance Health, Inc.

Meeting Date: 05/10/2023	**Country:** USA	**Ticker:** ELV	**Proxy Level:** 3
Record Date: 03/17/2023	**Meeting Type:** Annual	**Meeting ID:** 1738136	
Primary Security ID: 036752103	**Primary CUSIP:** 036752103	**Primary ISIN:** US0367521038	**Primary SEDOL:** BSPHGL4
	Total Ballots: 2	**Voting Policy:** UUA	
Votable Shares: 671	***Shares on Loan:** 0	**Shares Instructed:** 671	**Shares Voted:** 671

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gail K. Boudreaux	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director R. Kerry Clark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Robert L. Dixon, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Deanna D. Strable	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 CEO pay and company performance are reasonably aligned, and the majority of CEO pay is conditioned on objective financial performance metrics.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.13 percent of the fees paid to the auditor are for non-audit purposes.						
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. Lowering the ownership threshold from 20 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.						
6	Annually Report Third Party Political Contributions	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as it should be the ultimate decision of the Board to oversee and manage any potential risks related to the company s third-party memberships.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Elevance Health, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/27/2023	Auto-Approved 04/27/2023		587	587
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/27/2023	Auto-Approved 04/27/2023		84	84
					Total Shares:	**671**	**671**

Floor & Decor Holdings, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** FND **Proxy Level:** 3

Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1731967

Primary Security ID: 339750101 **Primary CUSIP:** 339750101 **Primary ISIN:** US3397501012 **Primary SEDOL:** BYQHP96

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

Votable Shares: 3,285 ***Shares on Loan:** 0 **Shares Instructed:** 3,285 **Shares Voted:** 3,285

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dwight L. James	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Melissa Kersey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Peter M. Starrett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Thomas V. Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director George Vincent West	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Charles D. Young	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.73 percent of the fees paid to the auditor are for non-audit purposes.						
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.						
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.						

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Floor & Decor Holdings, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 04/10/2023	Auto-Approved 04/10/2023		3,285	3,285
					Total Shares:	**3,285**	**3,285**

GrafTech International Ltd.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** EAF **Proxy Level:** 3

Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1740544

Primary Security ID: 384313508 **Primary CUSIP:** 384313508 **Primary ISIN:** US3843135084 **Primary SEDOL:** BFZP4T1

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

Votable Shares: 485 ***Shares on Loan:** 0 **Shares Instructed:** 485 **Shares Voted:** 485

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jean-Marc Germain	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1.2	Elect Director Henry R. Keizer	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1.3	Elect Director Marcel Kessler	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 13.67 percent of the fees paid to the auditor are for non-audit purposes.						
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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/19/2023	Auto-Approved 04/19/2023		485	485
					Total Shares:	**485**	**485**

Juniper Networks, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** JNPR **Proxy Level:** 3

Record Date: 03/21/2023 **Meeting Type:** Annual **Meeting ID:** 1736324

Primary Security ID: 48203R104 **Primary CUSIP:** 48203R104 **Primary ISIN:** US48203R1041 **Primary SEDOL:** 2431846

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Juniper Networks, Inc.

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

Votable Shares: 617 ***Shares on Loan:** 0 **Shares Instructed:** 617 **Shares Voted:** 617

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne DelSanto	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Kevin DeNuccio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director James Dolce	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Steven Fernandez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Christine Gorjanc	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Janet Haugen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Scott Kriens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Rahul Merchant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Rami Rahim	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director William Stensrud	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 10.08 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual incentives are primarily based on objective metrics. However, concerns are raised that only a minority of long-term equity awards are tied to performance for the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Juniper Networks, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		617	617
			04/17/2023	04/17/2023			
					Total Shares:	**617**	**617**

Kinder Morgan, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** KMI **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1737951

Primary Security ID: 49456B101 **Primary CUSIP:** 49456B101 **Primary ISIN:** US49456B1017 **Primary SEDOL:** B3NQ4P8

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 6,222 ***Shares on Loan:** 0 **Shares Instructed:** 6,222 **Shares Voted:** 6,222

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard D. Kinder	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.2	Elect Director Steven J. Kean	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.3	Elect Director Kimberly A. Dang	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.4	Elect Director Ted A. Gardner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.5	Elect Director Anthony W. Hall, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.6	Elect Director Gary L. Hultquist	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.7	Elect Director Ronald L. Kuehn, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						

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Kinder Morgan, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Deborah A. Macdonald	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.9	Elect Director Michael C. Morgan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.10	Elect Director Arthur C. Reichstetter	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.11	Elect Director C. Park Shaper	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.12	Elect Director William A. Smith	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.13	Elect Director Joel V. Staff	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.14	Elect Director Robert F. Vagt	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
2	Amend Certificate of Incorporation to Allow Exculpation of Certain Officers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.73 percent of the fees paid to the auditor are for non-audit purposes.						
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 were reasonably aligned for the year in review. However, shareholders would benefit from improved transparency surrounding the annual incentive program.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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

Kinder Morgan, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/27/2023	Auto-Approved 04/27/2023		5,882	5,882
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/27/2023	Auto-Approved 04/27/2023		340	340
					Total Shares:	**6,222**	**6,222**

Kohl's Corporation

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** KSS **Proxy Level:** 3

Record Date: 03/08/2023 **Meeting Type:** Annual **Meeting ID:** 1733244

Primary Security ID: 500255104 **Primary CUSIP:** 500255104 **Primary ISIN:** US5002551043 **Primary SEDOL:** 2496113

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

Votable Shares: 331 ***Shares on Loan:** 0 **Shares Instructed:** 331 **Shares Voted:** 331

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Bender	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
1.2	Elect Director Peter Boneparth	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Yael Cosset	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
1.4	Elect Director Christine Day	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
1.5	Elect Director H. Charles Floyd	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Margaret L. Jenkins	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
1.7	Elect Director Thomas A. Kingsbury	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Robbin Mitchell	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
1.9	Elect Director Jonas Prising	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Kohl's Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director John E. Schlifske	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Adrianne Shapira	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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, and no concerns are highlighted at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 34.10 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/21/2023	Auto-Approved 04/21/2023		331	331
					Total Shares:	**331**	**331**

Landstar System, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** LSTR **Proxy Level:** 3

Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1735346

Primary Security ID: 515098101 **Primary CUSIP:** 515098101 **Primary ISIN:** US5150981018 **Primary SEDOL:** 2503994

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

Votable Shares: 114 ***Shares on Loan:** 0 **Shares Instructed:** 114 **Shares Voted:** 114

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David G. Bannister	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director James L. Liang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director George P. Scanlon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Landstar System, 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: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	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.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; - The company maintains an auto-accelerated equity vesting change-in-control provision.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/17/2023	Auto-Approved 04/17/2023		114	114
					Total Shares:	**114**	**114**

Murphy Oil Corporation

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** MUR **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1733645

Primary Security ID: 626717102 **Primary CUSIP:** 626717102 **Primary ISIN:** US6267171022 **Primary SEDOL:** 2611206

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

Votable Shares: 603 ***Shares on Loan:** 0 **Shares Instructed:** 603 **Shares Voted:** 603

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Claiborne P. Deming	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Lawrence R. Dickerson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Michelle A. Earley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Roger W. Jenkins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Murphy Oil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Elisabeth W. Keller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director James V. Kelley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director R. Madison Murphy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Jeffrey W. Nolan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Robert N. Ryan, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Laura A. Sugg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Although the committee lowered some metric targets in the annual incentive program for successive years, a supplemental filing disclosed sufficient rationale. Moreover, annual incentives were entirely based on pre-set objective metrics, long-term incentives are predominantly performance based, and closing-cycle awards vested below target, in line with company performance.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/27/2023	Auto-Approved 04/27/2023		603	603
					Total Shares:	**603**	**603**

Phillips 66

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** PSX **Proxy Level:** 3

Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1736679

Primary Security ID: 718546104 **Primary CUSIP:** 718546104 **Primary ISIN:** US7185461040 **Primary SEDOL:** B78C4Y8

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

Phillips 66

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

Votable Shares: 1,516 ***Shares on Loan:** 0 **Shares Instructed:** 1,516 **Shares Voted:** 1,516

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory J. Hayes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Charles M. Holley	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST all incumbent nominees are warranted given the concerns raised regarding the company's management and oversight of climate related risks. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.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.Votes AGAINST Glenn Tilton, Charles Holley Jr., Denise Singleton and Marna Whittington are warranted for the following reasons: Given that board chair, Greg Garland, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members, with the exception of new nominees Gregory (Greg) Hayes, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.						
1c	Elect Director Denise R. Singleton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST all incumbent nominees are warranted given the concerns raised regarding the company's management and oversight of climate related risks. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.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.Votes AGAINST Glenn Tilton, Charles Holley Jr., Denise Singleton and Marna Whittington are warranted for the following reasons: Given that board chair, Greg Garland, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members, with the exception of new nominees Gregory (Greg) Hayes, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.						
1d	Elect Director Glenn F. Tilton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST all incumbent nominees are warranted given the concerns raised regarding the company's management and oversight of climate related risks. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.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.Votes AGAINST Glenn Tilton, Charles Holley Jr., Denise Singleton and Marna Whittington are warranted for the following reasons: Given that board chair, Greg Garland, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members, with the exception of new nominees Gregory (Greg) Hayes, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.						
1e	Elect Director Marna C. Whittington	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST all incumbent nominees are warranted given the concerns raised regarding the company's management and oversight of climate related risks. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.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.Votes AGAINST Glenn Tilton, Charles Holley Jr., Denise Singleton and Marna Whittington are warranted for the following reasons: Given that board chair, Greg Garland, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members, with the exception of new nominees Gregory (Greg) Hayes, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.						
2	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.						

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Phillips 66

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, with caution. The newly promoted CEO's base salary and target bonus opportunity were set lower than those elements for the former CEO, and his total target LTI awards (including a supplemental promotional award) were slightly lower than the former CEO's FY22 LTI awards that were granted prior to the transition. Further, concerns regarding having two highly paid executives are somewhat mitigated by the retirement date that was communicated for the executive chairman. In addition, though certain goal target disclosure concerns exist, annual and long-term incentives are sufficiently tied to performance. Continued monitoring of the pay program is warranted to ensure that the new CEO's compensation remains at a reasonable level and strongly tied to performance.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.05 percent of the fees paid to the auditor are for non-audit purposes.						
5	Publish Audited Report on Impacts of a Significant Reduction in Virgin Plastic Demand	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on metrics, targets, and impacts related to ability of the company to transition from virgin polymer production would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		1,516	1,516
					Total Shares:	**1,516**	**1,516**

Range Resources Corporation

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** RRC **Proxy Level:** 3

Record Date: 03/17/2023 **Meeting Type:** Annual **Meeting ID:** 1737100

Primary Security ID: 75281A109 **Primary CUSIP:** 75281A109 **Primary ISIN:** US75281A1097 **Primary SEDOL:** 2523334

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

Votable Shares: 1,091 ***Shares on Loan:** 0 **Shares Instructed:** 1,091 **Shares Voted:** 1,091

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
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Margaret K. Dorman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director James M. Funk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Range Resources Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Steve D. Gray	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Greg G. Maxwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Reginal W. Spiller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Dennis L. Degner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.75 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/14/2023	Auto-Approved 04/14/2023		1,091	1,091
					Total Shares:	**1,091**	**1,091**

Akamai Technologies, Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** AKAM **Proxy Level:** 3

Record Date: 03/16/2023 **Meeting Type:** Annual **Meeting ID:** 1736009

Primary Security ID: 00971T101 **Primary CUSIP:** 00971T101 **Primary ISIN:** US00971T1016 **Primary SEDOL:** 2507457

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

Votable Shares: 127 ***Shares on Loan:** 0 **Shares Instructed:** 127 **Shares Voted:** 127

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sharon Bowen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Marianne Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Akamai Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Monte Ford	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Dan Hesse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Tom Killalea	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Tom Leighton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Jonathan Miller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.8	Elect Director Madhu Ranganathan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Ben Verwaayen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Bill Wagner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concerns continue to be noted about the annual goals utilized by a portion of the equity awards and the related goal overlap with the STIP, the annual and long-term incentives are primarily performance based, with rigorous annual incentive goals.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 12.71 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/21/2023	Auto-Approved 04/21/2023		127	127
					Total Shares:	**127**	**127**

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Avantor, Inc.

Meeting Date: 05/11/2023	**Country:** USA	**Ticker:** AVTR	**Proxy Level:** 3
Record Date: 03/17/2023	**Meeting Type:** Annual	**Meeting ID:** 1738126	
Primary Security ID: 05352A100	**Primary CUSIP:** 05352A100	**Primary ISIN:** US05352A1007	**Primary SEDOL:** BJLT387
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 373	***Shares on Loan:** 0	**Shares Instructed:** 373	**Shares Voted:** 373

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Juan Andres	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director John Carethers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Lan Kang	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Joseph Massaro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Mala Murthy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jonathan Peacock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Michael Severino	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Christi Shaw	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Michael Stubblefield	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Gregory Summe	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/20/2023	Auto-Approved 04/20/2023		373	373

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

Avantor, Inc.

Total Shares:	373	373

Avient Corporation

Meeting Date: 05/11/2023	**Country:** USA	**Ticker:** AVNT	**Proxy Level:** 3
Record Date: 03/14/2023	**Meeting Type:** Annual	**Meeting ID:** 1736190	
Primary Security ID: 05368V106	**Primary CUSIP:** 05368V106	**Primary ISIN:** US05368V1061	**Primary SEDOL:** BMHWY55
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 3,114	***Shares on Loan:** 0	**Shares Instructed:** 3,114	**Shares Voted:** 3,114

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert E. Abernathy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Richard H. Fearon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Gregory J. Goff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Neil Green	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director William R. Jellison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Sandra Beach Lin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Kim Ann Mink	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Ernest Nicolas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Robert M. Patterson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Kerry J. Preete	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Patricia Verduin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director William A. Wulfsohn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Avient 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: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 20.27 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/10/2023	Auto-Approved 04/11/2023		3,114	3,114
					Total Shares:	**3,114**	**3,114**

Bunge Limited

Meeting Date: 05/11/2023 **Country:** Bermuda **Ticker:** BG **Proxy Level:** N/A

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1738133

Primary Security ID: G16962105 **Primary CUSIP:** G16962105 **Primary ISIN:** BMG169621056 **Primary SEDOL:** 2788713

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

Votable Shares: 298 ***Shares on Loan:** 0 **Shares Instructed:** 298 **Shares Voted:** 298

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eliane Aleixo Lustosa de Andrade	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Sheila Bair	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Carol Browner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director David Fransen *Withdrawn*	Mgmt	No				
1e	Elect Director Gregory Heckman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Bunge Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Bernardo Hees	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Michael Kobori	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Monica McGurk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Kenneth Simril	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Henry "Jay" Winship	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Mark Zenuk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 company performance are reasonably aligned at this time. A majority of annual and long-term incentives are based on objective financial measures.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted. While the company's current severance arrangements are within market practice, and equity awards are double trigger, the implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/26/2023	Auto-Approved 04/26/2023		298	298
					Total Shares:	**298**	**298**

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Cboe Global Markets, Inc.

Meeting Date: 05/11/2023	**Country:** USA	**Ticker:** CBOE	**Proxy Level:** 3
Record Date: 03/16/2023	**Meeting Type:** Annual	**Meeting ID:** 1737713	
Primary Security ID: 12503M108	**Primary CUSIP:** 12503M108	**Primary ISIN:** US12503M1080	**Primary SEDOL:** B5834C5
	Total Ballots: 2	**Voting Policy:** UUA	
Votable Shares: 259	***Shares on Loan:** 0	**Shares Instructed:** 259	**Shares Voted:** 259

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward T. Tilly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director William M. Farrow, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Edward J. Fitzpatrick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Ivan K. Fong	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Janet P. Froetscher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jill R. Goodman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Alexander J. Matturri, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Jennifer J. McPeek	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Roderick A. Palmore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director James E. Parisi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Joseph P. Ratterman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Fredric J. Tomczyk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. There is cause to continue monitoring the long-term incentive program, as relative TSR targets merely median performance and payouts are not capped if absolute TSR is negative. However, equity awards are half performance-conditioned and use multi-year measurement periods with disclosed forward-looking targets.						

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Cboe Global Markets, 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.46 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/20/2023	Auto-Approved 04/20/2023		166	166
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/20/2023	Auto-Approved 04/20/2023		93	93
					Total Shares:	**259**	**259**

Cheniere Energy, Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** LNG **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1741670

Primary Security ID: 16411R208 **Primary CUSIP:** 16411R208 **Primary ISIN:** US16411R2085 **Primary SEDOL:** 2654364

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

Votable Shares: 705 ***Shares on Loan:** 0 **Shares Instructed:** 705 **Shares Voted:** 705

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director G. Andrea Botta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jack A. Fusco	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Patricia K. Collawn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Brian E. Edwards	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Denise Gray	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Lorraine Mitchelmore	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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Cheniere Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Donald F. Robillard, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Matthew Runkle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Neal A. Shear	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Report on Stranded Carbon Asset Risk	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from a progress report on the potential impacts of transitioning to a low carbon economy on the company and its operations. Such information would allow shareholders to better assess the company's efforts to manage and mitigate related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/28/2023	Auto-Approved 04/28/2023		705	705
					Total Shares:	**705**	**705**

CommScope Holding Company, Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** COMM **Proxy Level:** 3

Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1734840

Primary Security ID: 20337X109 **Primary CUSIP:** 20337X109 **Primary ISIN:** US20337X1090 **Primary SEDOL:** BFRBX34

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

Votable Shares: 100 ***Shares on Loan:** 0 **Shares Instructed:** 100 **Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2a	Elect Director Mary S. Chan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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CommScope Holding Company, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2b	Elect Director Stephen (Steve) C. Gray	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2c	Elect Director L. William (Bill) Krause	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2d	Elect Director Joanne M. Maguire	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2e	Elect Director Thomas J. Manning	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2f	Elect Director Derrick A. Roman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2g	Elect Director Charles L. Treadway	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2h	Elect Director Claudius (Bud) E. Watts, IV	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2i	Elect Director Timothy T. Yates	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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.						
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.						
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.10 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/03/2023	Auto-Approved 04/11/2023		100	100
					Total Shares:	**100**	**100**

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CoreCivic, Inc.

Meeting Date: 05/11/2023	**Country:** USA	**Ticker:** CXW	**Proxy Level:** 3
Record Date: 03/15/2023	**Meeting Type:** Annual	**Meeting ID:** 1735167	
Primary Security ID: 21871N101	**Primary CUSIP:** 21871N101	**Primary ISIN:** US21871N1019	**Primary SEDOL:** BZ8VC58
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 234	***Shares on Loan:** 0	**Shares Instructed:** 234	**Shares Voted:** 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	Against	Against	Against
	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.A vote AGAINST governance committee members Mark Emkes, Donna Alvarado, Stacia Hylton, Thurgood Marshall Jr., and Devin Murphy is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the bylaws.						
1b	Elect Director Robert J. Dennis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Mark A. Emkes	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST governance committee members Mark Emkes, Donna Alvarado, Stacia Hylton, Thurgood Marshall Jr., and Devin Murphy is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the bylaws.						
1d	Elect Director Damon T. Hininger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Stacia A. Hylton	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST governance committee members Mark Emkes, Donna Alvarado, Stacia Hylton, Thurgood Marshall Jr., and Devin Murphy is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the bylaws.						
1f	Elect Director Harley G. Lappin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Anne L. Mariucci	Mgmt	Yes	For	For	Against	Against
	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.						
1h	Elect Director Thurgood Marshall, Jr.	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST governance committee members Mark Emkes, Donna Alvarado, Stacia Hylton, Thurgood Marshall Jr., and Devin Murphy is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the bylaws.						
1i	Elect Director Devin I. Murphy	Mgmt	Yes	For	Against	Against	Against
	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.A vote AGAINST governance committee members Mark Emkes, Donna Alvarado, Stacia Hylton, Thurgood Marshall Jr., and Devin Murphy is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the bylaws.						
1j	Elect Director John R. Prann, Jr.	Mgmt	Yes	For	For	Against	Against
	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.						

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CoreCivic, 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	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 39.61 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST this proposal are warranted because: - The company has not disclosed any short-term and long-term E&S performance incentives; - The company maintains an auto-accelerated equity vesting change-in-control provision						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		234	234
			04/10/2023	04/11/2023			
					Total Shares:	**234**	**234**

Corporate Office Properties Trust

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** OFC **Proxy Level:** 3

Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1736755

Primary Security ID: 22002T108 **Primary CUSIP:** 22002T108 **Primary ISIN:** US22002T1088 **Primary SEDOL:** 2756152

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

Votable Shares: 156 ***Shares on Loan:** 0 **Shares Instructed:** 156 **Shares Voted:** 156

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	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Stephen E. Budorick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Robert L. Denton, Sr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Philip L. Hawkins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Steven D. Kesler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Corporate Office Properties Trust

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Letitia A. Long	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Essye B. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Raymond L. Owens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director C. Taylor Pickett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Lisa G. Trimberger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 15.85 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/10/2023	Auto-Approved 04/11/2023		156	156
					Total Shares:	**156**	**156**

Discover Financial Services

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** DFS **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1730825

Primary Security ID: 254709108 **Primary CUSIP:** 254709108 **Primary ISIN:** US2547091080 **Primary SEDOL:** B1YLC43

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

Votable Shares: 314 ***Shares on Loan:** 0 **Shares Instructed:** 314 **Shares Voted:** 314

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey S. Aronin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Discover Financial Services

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Mary K. Bush	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Gregory C. Case	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Candace H. Duncan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Joseph F. Eazor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Roger C. Hochschild	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Thomas G. Maheras	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director John B. Owen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director David L. Rawlinson, II	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Beverley A. Sibblies	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Mark A. Thierer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.12	Elect Director Jennifer L. Wong	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 CEO pay and company performance are reasonably aligned at this time. While concerns are noted regarding the use of discretion and lack of disclosure under the annual incentive plan, annual incentive were earned below target for the year in review, and the majority of long-term incentives remain based on a multi-year financial performance metric.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Approve 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.						
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

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Discover Financial Services

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		314	314
			04/19/2023	04/19/2023			
					Total Shares:	**314**	**314**

Edwards Lifesciences Corporation

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** EW **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1735529

Primary Security ID: 28176E108 **Primary CUSIP:** 28176E108 **Primary ISIN:** US28176E1082 **Primary SEDOL:** 2567116

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

Votable Shares: 2,359 ***Shares on Loan:** 0 **Shares Instructed:** 2,359 **Shares Voted:** 2,359

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kieran T. Gallahue	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Leslie S. Heisz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Paul A. LaViolette	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Steven R. Loranger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Martha H. Marsh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Michael A. Mussallem	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Ramona Sequeira	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Nicholas J. Valeriani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Bernard J. Zovighian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Edwards Lifesciences 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 CEO pay and performance are reasonably aligned. While some concerns remain regarding regular annual equity grant practices, annual incentives returned to being predominantly based on pre-set objective metrics.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.72 percent of the fees paid to the auditor are for non-audit purposes.						
5	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	Mgmt	Yes	For	For	For	For
6	Require Independent Board Chair	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chair of the board.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 04/27/2023	Auto-Approved 04/27/2023		2,359	2,359
					Total Shares:	**2,359**	**2,359**

Ford Motor Company

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** F **Proxy Level:** 3

Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1737764

Primary Security ID: 345370860 **Primary CUSIP:** 345370860 **Primary ISIN:** US3453708600 **Primary SEDOL:** 2615468

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 6,990 ***Shares on Loan:** 0 **Shares Instructed:** 6,990 **Shares Voted:** 6,990

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly A. Casiano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Alexandra Ford English	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director James D. Farley, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Ford Motor Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Henry Ford, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director William Clay Ford, Jr.	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST Chairman William Ford Jr. and Nominating and Governance Committee Chair William Kennard is warranted, because the company maintains a dual-class capital structure with unequal voting rights and it is not subject to a time-based sunset.						
1f	Elect Director William W. Helman, IV	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Jon M. Huntsman, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director William E. Kennard	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST Chairman William Ford Jr. and Nominating and Governance Committee Chair William Kennard is warranted, because the company maintains a dual-class capital structure with unequal voting rights and it is not subject to a time-based sunset.						
1i	Elect Director John C. May	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Beth E. Mooney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Lynn Vojvodich Radakovich	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1l	Elect Director John L. Thornton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1m	Elect Director John B. Veihmeyer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director John S. Weinberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.26 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual incentives are primarily based on disclosed financial metrics, and a majority of regular-cycle equity awards are performance-based. However, shareholders should continue to pay attention to the structure and magnitude of special equity awards.						

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Ford Motor Company

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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 equity program is estimated to be excessively dilutive (overriding factor); - The plan contains an evergreen feature (overriding factor); - The plan cost is excessive; - The estimated duration of available and proposed shares exceeds six years; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.						
6	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	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.						
7	Report on Reliance on Child Labor in Supply Chain	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to eliminate child labor from its supply chain would allow investors to better understand how the company is managing human rights-related risks in its supply chain.						
8	Report on Animal Testing Practices	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because adoption of this proposal will further enhance and promote the company's commitment towards preventing violations of animal welfare regulations, help minimize the possibility of any related controversies that may lead to financial liability and mitigate the company's exposure to any risks associated with the use of animals in vehicle testing.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		6,590	6,590
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		400	400
					Total Shares:	**6,990**	**6,990**

Frontdoor, Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** FTDR **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1737097

Primary Security ID: 35905A109 **Primary CUSIP:** 35905A109 **Primary ISIN:** US35905A1097 **Primary SEDOL:** BFYF094

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

Votable Shares: 157 ***Shares on Loan:** 0 **Shares Instructed:** 157 **Shares Voted:** 157

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William C. Cobb	Mgmt	Yes	For	For	For	For

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Frontdoor, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director D. Steve Boland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Anna C. Catalano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Peter L. Cella	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Christopher L. Clipper	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Brian P. McAndrews	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Liane J. Pelletier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/24/2023	Auto-Approved 04/24/2023		157	157
					Total Shares:	**157**	**157**

Insmed Incorporated

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** INSM **Proxy Level:** 3

Record Date: 03/14/2023 **Meeting Type:** Annual **Meeting ID:** 1738084

Primary Security ID: 457669307 **Primary CUSIP:** 457669307 **Primary ISIN:** US4576693075 **Primary SEDOL:** 2614487

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

Votable Shares: 2,516 ***Shares on Loan:** 0 **Shares Instructed:** 2,516 **Shares Voted:** 2,516

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth McKee Anderson	Mgmt	Yes	For	For	For	For

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Insmed Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Clarissa Desjardins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director David W.J. McGirr	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.89 percent of the fees paid to the auditor are for non-audit purposes.						
5	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/24/2023	Auto-Approved 04/24/2023		2,516	2,516
					Total Shares:	**2,516**	**2,516**

Intel Corporation

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** INTC **Proxy Level:** 3

Record Date: 03/17/2023 **Meeting Type:** Annual **Meeting ID:** 1737630

Primary Security ID: 458140100 **Primary CUSIP:** 458140100 **Primary ISIN:** US4581401001 **Primary SEDOL:** 2463247

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

Votable Shares: 6,609 ***Shares on Loan:** 0 **Shares Instructed:** 6,609 **Shares Voted:** 6,609

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick P. Gelsinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director James J. Goetz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Intel Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Andrea J. Goldsmith	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Alyssa H. Henry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Omar Ishrak	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Tsu-Jae King Liu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Barbara G. Novick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Gregory D. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Lip-Bu Tan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1k	Elect Director Dion J. Weisler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Frank D. Yeary	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: 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: A vote FOR this item is warranted because only 6.41 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted. Following last year's failed say-on-pay vote result, the compensation committee demonstrated adequate responsiveness to shareholders' concerns, by disclosing engagement efforts, transparent shareholder concerns, and making positive pay program changes in response to these concerns. Additionally, the annual bonus was largely based on pre-set and clearly disclosed performance criteria, with a below-target payout which largely aligns with recent company performance. In addition, the CEO's annual LTI grant is predominately performance-conditioned, and a prior LTI award did not vest when goals were unmet. While a concern is noted regarding the short performance period of weighted metrics in the LTI program, the grant utilizes two multi-year performance modifiers, and the company is committed to using multi-year performance periods in a future grant. The positive pay program changes in response to shareholder concerns mitigate pay-for-performance concerns for the year in review.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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): - The plan cost is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan allows broad discretion to accelerate vesting						

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Intel 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
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
6	Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.						
7	Publish Third Party Review of Intel's China Business ESG Congruence	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company appears to provide shareholders with sufficient disclosure to assess its management of risks related to its operations in China and other high risk markets and it has policies in place that seem to address human rights concerns raised by the proponent.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		6,609	6,609
			05/01/2023	05/01/2023			
					Total Shares:	**6,609**	**6,609**

KeyCorp

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** KEY **Proxy Level:** 3

Record Date: 03/17/2023 **Meeting Type:** Annual **Meeting ID:** 1733718

Primary Security ID: 493267108 **Primary CUSIP:** 493267108 **Primary ISIN:** US4932671088 **Primary SEDOL:** 2490911

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

Votable Shares: 4,282 ***Shares on Loan:** 0 **Shares Instructed:** 4,282 **Shares Voted:** 4,282

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexander M. Cutler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director H. James Dallas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Elizabeth R. Gile	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Ruth Ann M. Gillis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Christopher M. Gorman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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KeyCorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Robin N. Hayes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Carlton L. Highsmith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Richard J. Hipple	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Devina A. Rankin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Barbara R. Snyder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Richard J. Tobin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Todd J. Vasos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.13	Elect Director David K. Wilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.56 percent of the fees paid to the auditor are for non-audit purposes.						
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 CEO pay and company performance are reasonably aligned at this time. Although there are some concerns with the LTI program, annual incentives are primarily linked to pre-set financial metrics, and the vast majority of the LTI program is performance-contingent. Additionally, total performance pay decreased on the year, directly aligned with 2022 performance.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	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.						
6	Require Independent Board Chair	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/04/2023	Auto-Approved 04/11/2023		4,282	4,282

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

Total Shares:	4,282	4,282

Laboratory Corporation of America Holdings

Meeting Date: 05/11/2023	**Country:** USA	**Ticker:** LH	**Proxy Level:** 3
Record Date: 03/16/2023	**Meeting Type:** Annual	**Meeting ID:** 1736757	
Primary Security ID: 50540R409	**Primary CUSIP:** 50540R409	**Primary ISIN:** US50540R4092	**Primary SEDOL:** 2586122
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 143	***Shares on Loan:** 0	**Shares Instructed:** 143	**Shares Voted:** 143

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kerrii B. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jean-Luc Belingard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Jeffrey A. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director D. Gary Gilliland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Kirsten M. Kliphouse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Garheng Kong	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Peter M. Neupert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Richelle P. Parham	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Adam H. Schechter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Kathryn E. Wengel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director R. Sanders Williams	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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Laboratory Corporation of America Holdings

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 at this time. Annual incentives are primarily based on pre-set financial measures and a majority of the equity awards are performance-based over a multi-year period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Require Independent Board Chair	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.						
6	Report on Transport of Nonhuman Primates Within the U.S.	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because shareholders would benefit from additional disclosure about steps the company is taking to mitigate risks related to animal welfare in its transport of non-human primates.						
7	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the potential risks and costs associated with the fulfilment of information requests for the enforcement of state laws related to reproductive rights would allow shareholders to assess how the company is managing such risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/27/2023	Auto-Approved 04/27/2023		143	143
					Total Shares:	**143**	**143**

Las Vegas Sands Corp.

Meeting Date: 05/11/2023	**Country:** USA	**Ticker:** LVS	**Proxy Level:** 3
Record Date: 03/13/2023	**Meeting Type:** Annual	**Meeting ID:** 1737620	
Primary Security ID: 517834107	**Primary CUSIP:** 517834107	**Primary ISIN:** US5178341070	**Primary SEDOL:** B02T2J7

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Las Vegas Sands Corp.

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

Votable Shares: 401 ***Shares on Loan:** 0 **Shares Instructed:** 401 **Shares Voted:** 401

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert G. Goldstein	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for non-independent director nominees Robert (Rob) Goldstein, Irwin Chafetz, Patrick Dumont, and Charles Forman for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, Nora Jordan, Lewis Kramer, and David Levi), due to poor responsiveness to the 2022 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.						
1.2	Elect Director Patrick Dumont	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for non-independent director nominees Robert (Rob) Goldstein, Irwin Chafetz, Patrick Dumont, and Charles Forman for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, Nora Jordan, Lewis Kramer, and David Levi), due to poor responsiveness to the 2022 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.						
1.3	Elect Director Irwin Chafetz	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for non-independent director nominees Robert (Rob) Goldstein, Irwin Chafetz, Patrick Dumont, and Charles Forman for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, Nora Jordan, Lewis Kramer, and David Levi), due to poor responsiveness to the 2022 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.						
1.4	Elect Director Micheline Chau	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for non-independent director nominees Robert (Rob) Goldstein, Irwin Chafetz, Patrick Dumont, and Charles Forman for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, Nora Jordan, Lewis Kramer, and David Levi), due to poor responsiveness to the 2022 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.						
1.5	Elect Director Charles D. Forman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for non-independent director nominees Robert (Rob) Goldstein, Irwin Chafetz, Patrick Dumont, and Charles Forman for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, Nora Jordan, Lewis Kramer, and David Levi), due to poor responsiveness to the 2022 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.						
1.6	Elect Director Nora M. Jordan	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for non-independent director nominees Robert (Rob) Goldstein, Irwin Chafetz, Patrick Dumont, and Charles Forman for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, Nora Jordan, Lewis Kramer, and David Levi), due to poor responsiveness to the 2022 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.						
1.7	Elect Director Lewis Kramer	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for non-independent director nominees Robert (Rob) Goldstein, Irwin Chafetz, Patrick Dumont, and Charles Forman for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, Nora Jordan, Lewis Kramer, and David Levi), due to poor responsiveness to the 2022 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.						

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Las Vegas Sands Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director David F. Levi	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for non-independent director nominees Robert (Rob) Goldstein, Irwin Chafetz, Patrick Dumont, and Charles Forman for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, Nora Jordan, Lewis Kramer, and David Levi), due to poor responsiveness to the 2022 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.41 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Following low say-on-pay support last year, the board did not make any meaningful changes to address shareholders' expressed concerns. Moreover, there are persistent pay structure concerns that underscore a pay-for-performance misalignment. The CEO's base salary and target STI opportunity are outsized, and recent changes to the STI program reduce the importance of objective financial metrics. The regular LTI awards are based on the same short-term goals as the STI program, and the CEO's equity grant value was relatively large. There are also ongoing concerns regarding pay benchmarking practices, perquisites, and gross-ups. Several of the above concerns persist despite recent negative shareholder feedback on those issues. In light of these issues, a vote AGAINST this proposal is warranted. Shareholders are further advised to "withhold" votes from incumbent board members (see Item 1).						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Disclose Board Skills and Diversity Matrix	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted for the following reasons: - A board matrix would enhance transparency and would provide shareholders with a better tool to assess the quality of Las Vegas Sands' board and to evaluate its director nominees; and - A growing number of large companies are providing a board skills matrix.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/28/2023	Auto-Approved 04/28/2023		401	401
					Total Shares:	**401**	**401**

LPL Financial Holdings Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** LPLA **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1737116

Primary Security ID: 50212V100 **Primary CUSIP:** 50212V100 **Primary ISIN:** US50212V1008 **Primary SEDOL:** B75JX34

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

Votable Shares: 68 ***Shares on Loan:** 0 **Shares Instructed:** 68 **Shares Voted:** 68

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dan H. Arnold	Mgmt	Yes	For	For	For	For

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LPL Financial Holdings Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Edward C. Bernard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director H. Paulett Eberhart	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director William F. Glavin, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Albert J. Ko	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Allison H. Mnookin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Anne M. Mulcahy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director James S. Putnam	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Richard P. Schifter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Corey E. Thomas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.06 percent of the fees paid to the auditor are for non-audit purposes.						
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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2023	Auto-Approved 04/18/2023		68	68
					Total Shares:	**68**	**68**

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

LPL Financial Holdings Inc.

Martin Marietta Materials, Inc.

Meeting Date: 05/11/2023	**Country:** USA	**Ticker:** MLM	**Proxy Level:** 3
Record Date: 03/06/2023	**Meeting Type:** Annual	**Meeting ID:** 1744100	
Primary Security ID: 573284106	**Primary CUSIP:** 573284106	**Primary ISIN:** US5732841060	**Primary SEDOL:** 2572079
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 26	***Shares on Loan:** 0	**Shares Instructed:** 26	**Shares Voted:** 26

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dorothy M. Ables	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Dorothy Ables, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1.2	Elect Director Sue W. Cole	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Anthony R. Foxx	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director John J. Koraleski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director C. Howard Nye	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Laree E. Perez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Thomas H. Pike	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Michael J. Quillen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Donald W. Slager	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director David C. Wajsgras	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

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Martin Marietta Materials, 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. Annual incentives appear to incorporate significant committee discretion, with no disclosure of the specific performance targets, weights, nor actual performance used to determine bonus payouts. The long-term incentive program has similar disclosure issues, with no disclosure of forward-looking performance targets for either financial metric. Further, closing cycle awards only provide the performance target and actual performance, but not threshold and maximum. These disclosure issues are particularly concerning for the year in review given above-target earnouts, the identified pay-for-performance misalignment, high CEO pay relative to company performance compared to the company's peers, and high CEO pay in relation to company peer group CEO median pay levels.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from increased transparency on the company's efforts to manage the risks and opportunities associated with climate change and the transition to a low-carbon economy.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		26	26
					Total Shares:	**26**	**26**

Norfolk Southern Corporation

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** NSC **Proxy Level:** 3

Record Date: 03/03/2023 **Meeting Type:** Annual **Meeting ID:** 1737978

Primary Security ID: 655844108 **Primary CUSIP:** 655844108 **Primary ISIN:** US6558441084 **Primary SEDOL:** 2641894

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

Votable Shares: 224 ***Shares on Loan:** 0 **Shares Instructed:** 224 **Shares Voted:** 224

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Mitchell E. Daniels, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Norfolk Southern Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director John C. Huffard, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Christopher T. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Thomas C. Kelleher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Steven F. Leer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Michael D. Lockhart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Amy E. Miles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Claude Mongeau	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Jennifer F. Scanlon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Alan H. Shaw	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director John R. Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.70 percent of the fees paid to the auditor are for non-audit purposes.						
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. The STI is predominantly based on pre-set financial goals and the LTI program is majority performance based and measured over a multi-year performance period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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. Lowering the ownership threshold from 20 percent to 10 percent would improve shareholders' ability to utilize the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.						

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Norfolk Southern Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		224	224
			04/19/2023	04/19/2023			
					Total Shares:	**224**	**224**

Nucor Corporation

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** NUE **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1733744

Primary Security ID: 670346105 **Primary CUSIP:** 670346105 **Primary ISIN:** US6703461052 **Primary SEDOL:** 2651086

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

Votable Shares: 258 ***Shares on Loan:** 0 **Shares Instructed:** 258 **Shares Voted:** 258

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Norma B. Clayton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Patrick J. Dempsey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Christopher J. Kearney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Laurette T. Koellner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Michael W. Lamach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Joseph D. Rupp	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Leon J. Topalian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Nadja Y. West	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.53 percent of the fees paid to the auditor are for non-audit purposes.						

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Nucor 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	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; - The company maintains an auto-accelerated equity vesting change-in-control provision.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/27/2023	Auto-Approved 04/27/2023		258	258
					Total Shares:	**258**	**258**

Penske Automotive Group, Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** PAG **Proxy Level:** 3

Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1734836

Primary Security ID: 70959W103 **Primary CUSIP:** 70959W103 **Primary ISIN:** US70959W1036 **Primary SEDOL:** 2943523

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

Votable Shares: 338 ***Shares on Loan:** 0 **Shares Instructed:** 338 **Shares Voted:** 338

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John Barr	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST incumbent audit committee members John Barr, Kimberly McWaters, Gregory (Greg) Smith, and Ronald Steinhart is warranted in light of the pledging activity at the company that poses a material risk to shareholders. A vote FOR the remaining director nominees is warranted.						
1b	Elect Director Lisa Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Wolfgang Durheimer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Michael Eisenson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Robert Kurnick, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Penske Automotive Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Kimberly McWaters	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST incumbent audit committee members John Barr, Kimberly McWaters, Gregory (Greg) Smith, and Ronald Steinhart is warranted in light of the pledging activity at the company that poses a material risk to shareholders. A vote FOR the remaining director nominees is warranted.						
1g	Elect Director Kota Odagiri	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Greg Penske	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Roger Penske	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Sandra Pierce	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Greg Smith	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST incumbent audit committee members John Barr, Kimberly McWaters, Gregory (Greg) Smith, and Ronald Steinhart is warranted in light of the pledging activity at the company that poses a material risk to shareholders. A vote FOR the remaining director nominees is warranted.						
1l	Elect Director Ronald Steinhart	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST incumbent audit committee members John Barr, Kimberly McWaters, Gregory (Greg) Smith, and Ronald Steinhart is warranted in light of the pledging activity at the company that poses a material risk to shareholders. A vote FOR the remaining director nominees is warranted.						
1m	Elect Director H. Brian Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and the board which will decide on the company's response to any shareholder litigation has a poor track record on corporate governance.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.14 percent of the fees paid to the auditor are for non-audit purposes.						
4	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.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Penske Automotive Group, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		338	338
			04/25/2023	04/25/2023			
					Total Shares:	**338**	**338**

Tempur Sealy International, Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** TPX **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1735512

Primary Security ID: 88023U101 **Primary CUSIP:** 88023U101 **Primary ISIN:** US88023U1016 **Primary SEDOL:** 2216991

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

Votable Shares: 264 ***Shares on Loan:** 0 **Shares Instructed:** 264 **Shares Voted:** 264

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Evelyn S. Dilsaver	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Simon John Dyer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Cathy R. Gates	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director John A. Heil	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Meredith Siegfried Madden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Richard W. Neu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Scott L. Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 24.11 percent of the fees paid to the auditor are for non-audit purposes.						
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.						

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Tempur Sealy International, 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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/19/2023	Auto-Approved 04/19/2023		264	264
					Total Shares:	**264**	**264**

Texas Roadhouse, Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** TXRH **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1737722

Primary Security ID: 882681109 **Primary CUSIP:** 882681109 **Primary ISIN:** US8826811098 **Primary SEDOL:** B033TJ7

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

Votable Shares: 1,252 ***Shares on Loan:** 0 **Shares Instructed:** 1,252 **Shares Voted:** 1,252

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael A. Crawford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Donna E. Epps	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Gregory N. Moore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Gerald L. Morgan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Curtis A. Warfield	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Kathleen M. Widmer	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are further warranted for Kathleen Widmer for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences.						
1.7	Elect Director James R. Zarley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.65 percent of the fees paid to the auditor are for non-audit purposes.						

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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 and no significant concerns were identified 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Report on Efforts to Reduce GHG Emissions in Alignment with the Paris Agreement Goal	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change-related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		1,252	1,252
					Total Shares:	**1,252**	**1,252**

Verizon Communications Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** VZ **Proxy Level:** 4

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1734837

Primary Security ID: 92343V104 **Primary CUSIP:** 92343V104 **Primary ISIN:** US92343V1044 **Primary SEDOL:** 2090571

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

Votable Shares: 6,654 ***Shares on Loan:** 0 **Shares Instructed:** 6,654 **Shares Voted:** 6,654

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Roxanne Austin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Mark Bertolini	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Vittorio Colao	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Melanie Healey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Laxman Narasimhan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Daniel Schulman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Rodney Slater	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.10	Elect Director Carol Tome	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Hans Vestberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Gregory Weaver	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual and long-term incentives are primarily performance-based, and equity awards utilize multi-year performance periods. However, limited disclosure of annual incentive goals and the lack of forward targets for long-term incentives warrant continued monitoring.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.75 percent of the fees paid to the auditor are for non-audit purposes.						
5	Report on Government Requests to Remove Content	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company seems to provide sufficient disclosure on government takedown requests and the requested disclosure on the names of government officials making such requests could harm the company.						
6	Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company provides some disclosure on its political expenditures and adopting a policy to prohibit all political expenditures could put the company at a competitive disadvantage.						
7	Amend Clawback Policy	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.						

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Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this item is warranted given the company has a policy ensuring that any future cash severance arrangements absent shareholder approval will be at a reasonable basis						
9	Require Independent Board Chair	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/27/2023	Auto-Approved 04/27/2023		6,654	6,654
					Total Shares:	**6,654**	**6,654**

Westlake Corporation

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** WLK **Proxy Level:** 3

Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1737806

Primary Security ID: 960413102 **Primary CUSIP:** 960413102 **Primary ISIN:** US9604131022 **Primary SEDOL:** B01ZP20

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

Votable Shares: 100 ***Shares on Loan:** 0 **Shares Instructed:** 100 **Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a.1	Elect Director Catherine T. Chao	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
1a.2	Elect Director Marius A. Haas	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
1a.3	Elect Director Kimberly S. Lubel	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
1a.4	Elect Director Jeffrey W. Sheets	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
1b.1	Elect Director Carolyn C. Sabat	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
2	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.						

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Westlake Corporation

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	Three Years	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Amend Certificate of Incorporation to Allow Exculpation of Certain Officers	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and the board which will decide on the company's response to any shareholder litigation is not majority independent.						
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 23.42 percent of the fees paid to the auditor are for non-audit purposes.						
6	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.						
7	Strengthen 2030 GHG Reduction Targets and Adopt Long-Term Targets Aligned with Net Zero	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The company's intensity target may not lead to significant absolute reductions in emissions, the company does not disclose Scope 3 emissions, and the proposal offers management flexibility.						
8	Report on Reducing Plastic Pollution of the Oceans	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to manage a possible reduction in the demand for virgin plastics and the associated financial repercussions would allow shareholders to better assess the company's related risk management and strategic planning.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		100	100
			04/28/2023	04/28/2023			
					Total Shares:	**100**	**100**

WEX Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** WEX **Proxy Level:** 3

Record Date: 03/22/2023 **Meeting Type:** Annual **Meeting ID:** 1749172

Primary Security ID: 96208T104 **Primary CUSIP:** 96208T104 **Primary ISIN:** US96208T1043 **Primary SEDOL:** B8383P2

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

Votable Shares: 860 ***Shares on Loan:** 0 **Shares Instructed:** 860 **Shares Voted:** 860

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Daniel Callahan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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WEX Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Shikhar Ghosh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director James Groch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director James (Jim) Neary	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Melissa Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Stephen Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Susan Sobbott	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Regina O. Sommer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.72 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		860	860
					Total Shares:	**860**	**860**

Xylem Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** XYL **Proxy Level:** 5

Record Date: 04/05/2023 **Meeting Type:** Special **Meeting ID:** 1742535

Primary Security ID: 98419M100 **Primary CUSIP:** 98419M100 **Primary ISIN:** US98419M1009 **Primary SEDOL:** B3P2CN8

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Xylem Inc.

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

Votable Shares: 566 ***Shares on Loan:** 0 **Shares Instructed:** 566 **Shares Voted:** 566

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
	Voting Policy Rationale: The strategic rationale appears reasonable, as the combined company will have increased scale and the opportunity to leverage AQUA's water treatment solutions across XYL's platform to help accelerate top-line growth and international expansion. Further, the merger is expected to generate meaningful cost synergies. That being said, the valuation of the deal and the fairness opinion both suggest that the company is paying full price for the target - which would appear consistent with the company's multi-year pursuit of AQUA. Though this may help account for the negative market reaction at announcement, it does not diminish the strategic rationale for the transaction. On balance, support FOR the proposed transaction is warranted.						
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this agenda item is warranted as the underlying transaction warrants support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		566	566
					Total Shares:	**566**	**566**

Colgate-Palmolive Company

Meeting Date: 05/12/2023 **Country:** USA **Ticker:** CL **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1736038

Primary Security ID: 194162103 **Primary CUSIP:** 194162103 **Primary ISIN:** US1941621039 **Primary SEDOL:** 2209106

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

Votable Shares: 1,130 ***Shares on Loan:** 0 **Shares Instructed:** 1,130 **Shares Voted:** 1,130

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director John T. Cahill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Steve Cahillane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Lisa M. Edwards	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director C. Martin Harris	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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Colgate-Palmolive Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Martina Hund-Mejean	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kimberly A. Nelson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Lorrie M. Norrington	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Michael B. Polk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Stephen I. Sadove	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1k	Elect Director Noel R. Wallace	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.46 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay in relation to company peer group CEO median pay levels; and - High CEO pay relative to company performance compared to the company's peers.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Require Independent Board Chair	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.						
6	Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/28/2023	Auto-Approved 04/28/2023		1,130	1,130
					Total Shares:	**1,130**	**1,130**

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Colgate-Palmolive Company

CryoPort, Inc.

Meeting Date: 05/12/2023 | **Country:** USA | **Ticker:** CYRX | **Proxy Level:** 3

Record Date: 03/15/2023 | **Meeting Type:** Annual | **Meeting ID:** 1738134

Primary Security ID: 229050307 | **Primary CUSIP:** 229050307 | **Primary ISIN:** US2290503075 | **Primary SEDOL:** BY2ZKK0

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

Votable Shares: 2,536 | ***Shares on Loan:** 0 | **Shares Instructed:** 2,536 | **Shares Voted:** 2,536

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Linda Baddour	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Richard Berman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Daniel M. Hancock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Robert Hariri	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.						
1.5	Elect Director Ram M. Jagannath	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Ramkumar Mandalam	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Jerrell W. Shelton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Edward J. Zecchini	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/11/2023	Auto-Approved 04/12/2023		2,536	2,536
					Total Shares:	**2,536**	**2,536**

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CryoPort, Inc.

John Bean Technologies Corporation

Meeting Date: 05/12/2023 **Country:** USA **Ticker:** JBT **Proxy Level:** 3

Record Date: 03/17/2023 **Meeting Type:** Annual **Meeting ID:** 1737625

Primary Security ID: 477839104 **Primary CUSIP:** 477839104 **Primary ISIN:** US4778391049 **Primary SEDOL:** B3BRJZ8

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

Votable Shares: 1,257 ***Shares on Loan:** 0 **Shares Instructed:** 1,257 **Shares Voted:** 1,257

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barbara L. Brasier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Brian A. Deck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Polly B. Kawalek	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Ratify PricewaterhouseCoopers LLC as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.67 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,257	1,257
			04/10/2023	04/12/2023			
					Total Shares:	**1,257**	**1,257**

Marriott International, Inc.

Meeting Date: 05/12/2023 **Country:** USA **Ticker:** MAR **Proxy Level:** 3

Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1735301

Primary Security ID: 571903202 **Primary CUSIP:** 571903202 **Primary ISIN:** US5719032022 **Primary SEDOL:** 2210614

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

Marriott International, Inc.

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 215 ***Shares on Loan:** 0 **Shares Instructed:** 215 **Shares Voted:** 215

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony G. Capuano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Isabella D. Goren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Deborah Marriott Harrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Frederick A. Henderson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Eric Hippeau	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Lauren R. Hobart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Debra L. Lee	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Aylwin B. Lewis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director David S. Marriott	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Margaret M. McCarthy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Grant F. Reid	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Horacio D. Rozanski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Susan C. Schwab	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: 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: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	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.						

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Marriott International, 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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Approve 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.						
6	Publish a Congruency Report of Partnerships with Globalist Organizations	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company provide sufficient disclosure on the business-relevant aims of its various partnerships.						
7	Report on Gender/Racial Pay Gap	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from global median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/04/2023	Auto-Approved 05/04/2023		167	167
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/04/2023	Auto-Approved 05/04/2023		48	48
					Total Shares:	**215**	**215**

MSA SAFETY INCORPORATED

Meeting Date: 05/12/2023 **Country:** USA **Ticker:** MSA **Proxy Level:** 3

Record Date: 02/14/2023 **Meeting Type:** Annual **Meeting ID:** 1736759

Primary Security ID: 553498106 **Primary CUSIP:** 553498106 **Primary ISIN:** US5534981064 **Primary SEDOL:** BKM4S16

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

Votable Shares: 977 ***Shares on Loan:** 0 **Shares Instructed:** 977 **Shares Voted:** 977

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Lambert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Diane M. Pearse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Nishan J. Vartanian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Approve 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.						

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

MSA SAFETY INCORPORATED

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.11 percent of the fees paid to the auditor are for non-audit purposes.						
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.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/07/2023	Auto-Approved 04/12/2023		977	977
					Total Shares:	**977**	**977**

nVent Electric Plc

Meeting Date: 05/12/2023 **Country:** Ireland **Ticker:** NVT **Proxy Level:** N/A

Record Date: 03/17/2023 **Meeting Type:** Annual **Meeting ID:** 1735523

Primary Security ID: G6700G107 **Primary CUSIP:** G6700G107 **Primary ISIN:** IE00BDVJJQ56 **Primary SEDOL:** BDVJJQ5

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

Votable Shares: 253 ***Shares on Loan:** 0 **Shares Instructed:** 253 **Shares Voted:** 253

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sherry A. Aaholm	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jerry W. Burris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Susan M. Cameron	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Michael L. Ducker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Randall J. Hogan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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nVent Electric Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Danita K. Ostling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Nicola Palmer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Herbert K. Parker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Greg Scheu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Beth A. Wozniak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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.						
3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.52 percent of the fees paid to the auditor are for non-audit purposes.						
4	Authorize Board to Issue of Shares under Irish Law	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR Items 4 and 5 is warranted, as the issuance authorizations are aligned with ISS U.S. Benchmark policy.						
5	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR Items 4 and 5 is warranted, as the issuance authorizations are aligned with ISS U.S. Benchmark policy.						
6	Authorize Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		253	253
					Total Shares:	**253**	**253**

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Sempra Energy

Meeting Date: 05/12/2023	**Country:** USA	**Ticker:** SRE	**Proxy Level:** 3
Record Date: 03/17/2023	**Meeting Type:** Annual	**Meeting ID:** 1736022	
Primary Security ID: 816851109	**Primary CUSIP:** 816851109	**Primary ISIN:** US8168511090	**Primary SEDOL:** 2138158
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 205	***Shares on Loan:** 0	**Shares Instructed:** 205	**Shares Voted:** 205

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andres Conesa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Pablo A. Ferrero	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Jeffrey W. Martin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Bethany J. Mayer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Michael N. Mears	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jack T. Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Cynthia L. Walker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Cynthia J. Warner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director James C. Yardley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.23 percent of the fees paid to the auditor are for non-audit purposes.						
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 CEO pay and company performance are reasonably aligned at this time. The majority of pay is conditioned in clearly disclosed objective performance metrics, and equity awards are conditioned primarily on multi-year financial performance metrics.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For

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Sempra Energy

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Change Company Name to Sempra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. There is little danger that the company's performance would suffer due to the name change as there will be no loss of name recognition and the board's rationale for the name change appear reasonable.						
7	Amend Articles of Incorporation	Mgmt	Yes	For	For	For	For
8	Require Independent Board Chair	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		205	205
			04/20/2023	04/20/2023			
					Total Shares:	**205**	**205**

SPS Commerce, Inc.

Meeting Date: 05/12/2023 **Country:** USA **Ticker:** SPSC **Proxy Level:** 3

Record Date: 03/16/2023 **Meeting Type:** Annual **Meeting ID:** 1737128

Primary Security ID: 78463M107 **Primary CUSIP:** 78463M107 **Primary ISIN:** US78463M1071 **Primary SEDOL:** B57VWJ3

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

Votable Shares: 952 ***Shares on Loan:** 0 **Shares Instructed:** 952 **Shares Voted:** 952

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Archie Black	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director James Ramsey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Marty Reaume	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Tami Reller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Philip Soran	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Anne Sempowski Ward	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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SPS Commerce, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Sven Wehrwein	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 19.91 percent of the fees paid to the auditor are for non-audit purposes.						
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/13/2023	Auto-Approved 04/13/2023		952	952
					Total Shares:	**952**	**952**

The Progressive Corporation

Meeting Date: 05/12/2023 **Country:** USA **Ticker:** PGR **Proxy Level:** 3

Record Date: 03/17/2023 **Meeting Type:** Annual **Meeting ID:** 1734575

Primary Security ID: 743315103 **Primary CUSIP:** 743315103 **Primary ISIN:** US7433151039 **Primary SEDOL:** 2705024

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

Votable Shares: 278 ***Shares on Loan:** 0 **Shares Instructed:** 278 **Shares Voted:** 278

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Danelle M. Barrett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Philip Bleser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Stuart B. Burgdoerfer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Pamela J. Craig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Charles A. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Roger N. Farah	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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The Progressive Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Lawton W. Fitt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Susan Patricia Griffith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Devin C. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Jeffrey D. Kelly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Barbara R. Snyder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Kahina Van Dyke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted as pay and performance are reasonably aligned for the year in review. While the company continues to not disclose specific targets under its annual incentive program, the LTI program is predominately performance based and features a multi-year performance period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.97 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/24/2023	Auto-Approved 04/24/2023		278	278
					Total Shares:	**278**	**278**

The Western Union Company

Meeting Date: 05/12/2023 **Country:** USA **Ticker:** WU **Proxy Level:** 3

Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1735517

Primary Security ID: 959802109 **Primary CUSIP:** 959802109 **Primary ISIN:** US9598021098 **Primary SEDOL:** B1F76F9

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

The Western Union Company

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

Votable Shares: 2,566 ***Shares on Loan:** 0 **Shares Instructed:** 2,566 **Shares Voted:** 2,566

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	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Betsy D. Holden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Jeffrey A. Joerres	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Devin B. McGranahan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Michael A. Miles, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Timothy P. Murphy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Jan Siegmund	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Angela A. Sun	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Solomon D. Trujillo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.64 percent of the fees paid to the auditor are for non-audit purposes.						
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

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The Western Union Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/02/2023	Auto-Approved 05/02/2023		2,566	2,566
					Total Shares:	**2,566**	**2,566**

Vulcan Materials Company

Meeting Date: 05/12/2023 **Country:** USA **Ticker:** VMC **Proxy Level:** 3

Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1734853

Primary Security ID: 929160109 **Primary CUSIP:** 929160109 **Primary ISIN:** US9291601097 **Primary SEDOL:** 2931205

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

Votable Shares: 330 ***Shares on Loan:** 0 **Shares Instructed:** 330 **Shares Voted:** 330

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melissa H. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director O. B. Grayson Hall, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Lydia H. Kennard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director James T. Prokopanko	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director George Willis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. That being said, some concerns are raised regarding the rigor of the LTI plan's performance shares, as relative TSR targets median performance and there is no disclosed payout cap if absolute TSR is negative.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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

Vulcan Materials Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		330	330
					Total Shares:	**330**	**330**

Weyerhaeuser Company

Meeting Date: 05/12/2023 **Country:** USA **Ticker:** WY **Proxy Level:** 3

Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1736295

Primary Security ID: 962166104 **Primary CUSIP:** 962166104 **Primary ISIN:** US9621661043 **Primary SEDOL:** 2958936

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

Votable Shares: 878 ***Shares on Loan:** 0 **Shares Instructed:** 878 **Shares Voted:** 878

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Emmert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Rick R. Holley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Sara Grootwassink Lewis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Deidra C. Merriwether	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Al Monaco	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Nicole W. Piasecki	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Lawrence A. Selzer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Devin W. Stockfish	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Weyerhaeuser Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Kim Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual incentives are based on pre-set objective measures, and equity awards are primarily performance-based and measured over a multi-year period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/26/2023	Auto-Approved 04/26/2023		878	878
					Total Shares:	**878**	**878**

Zimmer Biomet Holdings, Inc.

Meeting Date: 05/12/2023 **Country:** USA **Ticker:** ZBH **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1737129

Primary Security ID: 98956P102 **Primary CUSIP:** 98956P102 **Primary ISIN:** US98956P1021 **Primary SEDOL:** 2783815

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

Votable Shares: 323 ***Shares on Loan:** 0 **Shares Instructed:** 323 **Shares Voted:** 323

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher B. Begley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Betsy J. Bernard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Michael J. Farrell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Robert A. Hagemann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Bryan C. Hanson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Zimmer Biomet Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Arthur J. Higgins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Maria Teresa Hilado	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Syed Jafry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Sreelakshmi Kolli	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Michael W. Michelson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.81 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/20/2023	Auto-Approved 04/20/2023		323	323
					Total Shares:	**323**	**323**

ZimVie Inc.

Meeting Date: 05/12/2023 **Country:** USA **Ticker:** ZIMV **Proxy Level:** 3

Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1735539

Primary Security ID: 98888T107 **Primary CUSIP:** 98888T107 **Primary ISIN:** US98888T1079 **Primary SEDOL:** BNBV0S0

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

Votable Shares: 58 ***Shares on Loan:** 0 **Shares Instructed:** 58 **Shares Voted:** 58

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vinit Asar	Mgmt	Yes	For	For	For	For

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ZimVie Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Richard Kuntz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.04 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 cost is excessive; and - The plan allows broad discretion to accelerate vesting.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/19/2023	Auto-Approved 04/19/2023		58	58
					Total Shares:	**58**	**58**

Consolidated Edison, Inc.

Meeting Date: 05/15/2023 **Country:** USA **Ticker:** ED **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1738973

Primary Security ID: 209115104 **Primary CUSIP:** 209115104 **Primary ISIN:** US2091151041 **Primary SEDOL:** 2216850

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

Votable Shares: 546 ***Shares on Loan:** 0 **Shares Instructed:** 546 **Shares Voted:** 546

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy P. Cawley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Ellen V. Futter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Consolidated Edison, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director John F. Killian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Karol V. Mason	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Dwight A. McBride	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director William J. Mulrow	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.7	Elect Director Armando J. Olivera	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Michael W. Ranger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Linda S. Sanford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Deirdre Stanley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director L. Frederick Sutherland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.94 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual and long-term incentives are both primarily based on pre-set, objective goals.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Approve 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/26/2023	Auto-Approved 04/26/2023		546	546

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Consolidated Edison, Inc.

Total Shares:	546	546

Mattel, Inc.

Meeting Date: 05/15/2023	**Country:** USA	**Ticker:** MAT	**Proxy Level:** 3
Record Date: 03/17/2023	**Meeting Type:** Annual	**Meeting ID:** 1738123	
Primary Security ID: 577081102	**Primary CUSIP:** 577081102	**Primary ISIN:** US5770811025	**Primary SEDOL:** 2572303
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 476	***Shares on Loan:** 0	**Shares Instructed:** 476	**Shares Voted:** 476

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director R. Todd Bradley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Adriana Cisneros	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Michael Dolan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Diana Ferguson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Noreena Hertz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Ynon Kreiz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Soren Laursen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Ann Lewnes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Roger Lynch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Dominic Ng	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Judy Olian	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 11.54 percent of the fees paid to the auditor are for non-audit purposes.						

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Mattel, 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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Require Independent Board Chair	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chair of the board.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/20/2023	Auto-Approved 04/20/2023		476	476
					Total Shares:	**476**	**476**

Sylvamo Corporation

Meeting Date: 05/15/2023 **Country:** USA **Ticker:** SLVM **Proxy Level:** 3

Record Date: 03/16/2023 **Meeting Type:** Annual **Meeting ID:** 1739842

Primary Security ID: 871332102 **Primary CUSIP:** 871332102 **Primary ISIN:** US8713321029 **Primary SEDOL:** BMW72C8

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

Votable Shares: 37 ***Shares on Loan:** 0 **Shares Instructed:** 37 **Shares Voted:** 37

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jean-Michel Ribieras	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Stan Askren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Christine S. Breves	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Jeanmarie Desmond	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Liz Gottung	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Sylvamo Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Joia M. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Karl L. Meyers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director David Petratis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director J. Paul Rollinson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Mark W. Wilde	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director James P. Zallie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 19.88 percent of the fees paid to the auditor are for non-audit purposes.						
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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/24/2023	Auto-Approved 04/24/2023		37	37
					Total Shares:	**37**	**37**

Alexandria Real Estate Equities, Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** ARE **Proxy Level:** 3

Record Date: 03/31/2023 **Meeting Type:** Annual **Meeting ID:** 1742781

Primary Security ID: 015271109 **Primary CUSIP:** 015271109 **Primary ISIN:** US0152711091 **Primary SEDOL:** 2009210

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

Votable Shares: 62 ***Shares on Loan:** 0 **Shares Instructed:** 62 **Shares Voted:** 62

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joel S. Marcus	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						

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Alexandria Real Estate Equities, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Steven R. Hash	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1c	Elect Director James P. Cain	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws.						
1d	Elect Director Cynthia L. Feldmann	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1e	Elect Director Maria C. Freire	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws.						
1f	Elect Director Richard H. Klein	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1g	Elect Director Michael A. Woronoff	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws.						
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 maximum payouts under both incentive plans are commensurate with the company's robust performance over the longer-term. That being said, concerns remain regarding the CEO and executive chairman structure, as each receive CEO level pay, and the committee's continued use of discretionary awards.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/04/2023	Auto-Approved 05/04/2023		62	62
					Total Shares:	**62**	**62**

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

Americold Realty Trust

Meeting Date: 05/16/2023	**Country:** USA	**Ticker:** COLD	**Proxy Level:** 3
Record Date: 03/20/2023	**Meeting Type:** Annual	**Meeting ID:** 1740968	
Primary Security ID: 03064D108	**Primary CUSIP:** 03064D108	**Primary ISIN:** US03064D1081	**Primary SEDOL:** B3SKZK7
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 412	***Shares on Loan:** 0	**Shares Instructed:** 412	**Shares Voted:** 412

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George F. Chappelle, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director George J. Alburger, Jr.	Mgmt	Yes	For	For	Against	Against
	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.						
1c	Elect Director Kelly H. Barrett	Mgmt	Yes	For	For	Against	Against
	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.						
1d	Elect Director Robert L. Bass	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Antonio F. Fernandez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Pamela K. Kohn	Mgmt	Yes	For	For	Against	Against
	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.						
1g	Elect Director David J. Neithercut	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Mark R. Patterson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Andrew P. Power	Mgmt	Yes	For	For	Against	Against
	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.						
2	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.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.20 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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

Americold Realty Trust

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		412	412
			04/19/2023	04/19/2023			
					Total Shares:	**412**	**412**

Baker Hughes Company

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** BKR **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1738148

Primary Security ID: 05722G100 **Primary CUSIP:** 05722G100 **Primary ISIN:** US05722G1004 **Primary SEDOL:** BDHLTQ5

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

Votable Shares: 2,857 ***Shares on Loan:** 0 **Shares Instructed:** 2,857 **Shares Voted:** 2,857

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Gregory D. Brenneman	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.						
1.3	Elect Director Cynthia B. Carroll	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Nelda J. Connors	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.						
1.5	Elect Director Michael R. Dumais	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Lynn L. Elsenhans	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director John G. Rice	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Lorenzo Simonelli	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Mohsen Sohi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Baker Hughes 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. CEO pay and company performance are reasonably aligned and the majority of CEO pay is conditioned on objective financial performance metrics.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/21/2023	Auto-Approved 04/21/2023		2,857	2,857
					Total Shares:	**2,857**	**2,857**

ConocoPhillips

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** COP **Proxy Level:** 4

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1738662

Primary Security ID: 20825C104 **Primary CUSIP:** 20825C104 **Primary ISIN:** US20825C1045 **Primary SEDOL:** 2685717

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,174 ***Shares on Loan:** 0 **Shares Instructed:** 1,174 **Shares Voted:** 1,174

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dennis V. Arriola	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jody Freeman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1c	Elect Director Gay Huey Evans	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						

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ConocoPhillips

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Jeffrey A. Joerres	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1e	Elect Director Ryan M. Lance	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1f	Elect Director Timothy A. Leach	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1g	Elect Director William H. McRaven	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1h	Elect Director Sharmila Mulligan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1i	Elect Director Eric D. Mullins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1j	Elect Director Arjun N. Murti	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1k	Elect Director Robert A. Niblock	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1l	Elect Director David T. Seaton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1m	Elect Director R.A. Walker	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

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ConocoPhillips

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, with caution. After last year's say-on-pay proposal received low support, the compensation committee demonstrated adequate responsiveness to shareholder concerns. Further, pay and performance were reasonably aligned for the year in review. However, some investors may question the relatively sizable non-compete payment arrangements made with NEO Leach, particularly following shareholder concerns regarding the equity grant made to him the previous year.						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	None	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
	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.						
6	Approve 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.						
7	Require Independent Board Chair	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.						
8	Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.						
9	Report on Tax Transparency	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.						
10	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying practices and policies, including its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/04/2023	Auto-Approved 05/04/2023		1,050	1,050
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/04/2023	Auto-Approved 05/04/2023		124	124
					Total Shares:	**1,174**	**1,174**

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CubeSmart

Meeting Date: 05/16/2023	**Country:** USA	**Ticker:** CUBE	**Proxy Level:** 3
Record Date: 03/15/2023	**Meeting Type:** Annual	**Meeting ID:** 1738078	
Primary Security ID: 229663109	**Primary CUSIP:** 229663109	**Primary ISIN:** US2296631094	**Primary SEDOL:** B6SW913
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 271	***Shares on Loan:** 0	**Shares Instructed:** 271	**Shares Voted:** 271

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Piero Bussani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Jit Kee Chin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Dorothy Dowling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director John W. Fain	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
1.5	Elect Director Jair K. Lynch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Christopher P. Marr	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Deborah Rather Salzberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director John F. Remondi	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
1.9	Elect Director Jeffrey F. Rogatz	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 30.88 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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CubeSmart

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/13/2023	Auto-Approved 04/15/2023		271	271
					Total Shares:	**271**	**271**

Five9, Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** FIVN **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1740197

Primary Security ID: 338307101 **Primary CUSIP:** 338307101 **Primary ISIN:** US3383071012 **Primary SEDOL:** BKY7X18

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

Votable Shares: 2,348 ***Shares on Loan:** 0 **Shares Instructed:** 2,348 **Shares Voted:** 2,348

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael Burkland	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.2	Elect Director Robert Zollars	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for governance committee member Robert (Bob) Zollars due to 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 impacts shareholder rights.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not disclosed any risk mitigators, such as a clawback policy, CEO stock ownership guidelines, or stock holding period requirements.						
3	Ratify KMPG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		2,348	2,348
					Total Shares:	**2,348**	**2,348**

JetBlue Airways Corporation

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** JBLU **Proxy Level:** 3

Record Date: 03/21/2023 **Meeting Type:** Annual **Meeting ID:** 1740228

Primary Security ID: 477143101 **Primary CUSIP:** 477143101 **Primary ISIN:** US4771431016 **Primary SEDOL:** 2852760

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JetBlue Airways Corporation

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

Votable Shares: 636 ***Shares on Loan:** 0 **Shares Instructed:** 636 **Shares Voted:** 636

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Ben Baldanza	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Peter Boneparth	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Monte Ford	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Robin Hayes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Ellen Jewett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Robert Leduc	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Teri McClure	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Nik Mittal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Sarah Robb O'Hagan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Vivek Sharma	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Thomas Winkelmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	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.						

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JetBlue Airways Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 cost is excessive. - The estimated duration of available and proposed shares exceeds six years. - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary). - The plan allows broad discretion to accelerate vesting.						
6	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		636	636
					Total Shares:	**636**	**636**

JPMorgan Chase & Co.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** JPM **Proxy Level:** 3

Record Date: 03/17/2023 **Meeting Type:** Annual **Meeting ID:** 1739444

Primary Security ID: 46625H100 **Primary CUSIP:** 46625H100 **Primary ISIN:** US46625H1005 **Primary SEDOL:** 2190385

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 5,029 ***Shares on Loan:** 0 **Shares Instructed:** 5,029 **Shares Voted:** 5,029

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Stephen B. Burke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Todd A. Combs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director James S. Crown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Alicia Boler Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director James Dimon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST Audit Committee Chair Timothy (Tim) Flynn are warranted in light of significant concerns regarding the board's lack of effective oversight with respect to the conduct of a racial equity audit at the company.						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Alex Gorsky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Mellody Hobson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.The nominee attended less than 75% of the board and committee meetings.						
1j	Elect Director Michael A. Neal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Phebe N. Novakovic	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Virginia M. Rometty	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Following last year's failed say-on-pay vote result, the committee demonstrated adequate responsiveness by disclosing engagement efforts, transparent shareholder feedback, and making positive pay program commitments and changes that addressed shareholders' primary concerns, most notably by committing to not grant any future special awards to the CEO or president.The process for determining cash bonuses remains heavily based on committee discretion and the proxy lacks certain key disclosures which inhibit a fully-informed assessment of pay and performance. While these issues warrant continued monitoring, there are mitigating factors identified. Most notably, the application of discretion has not contributed to a quantitative pay-for-performance misalignment. Additionally, most key financial metrics highlighted were consistent year-over-year (although continued monitoring of selective metric highlighting is warranted). Further, the large majority of CEO performance year pay, and the entirety of equity awards, consists of performance-conditioned equity that vests based on clearly disclosed multi-year goals and includes a relative metric which targets outperformance. Shareholders may additionally consider incremental improvements in disclosure and structure, including a new cap on the proportion of the CEO's total incentive that can be paid in cash form.On balance of these factors, a cautionary vote FOR this proposal is warranted.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Require Independent Board Chair	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.						
6	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because it would help shareholders better evaluate the company's management of climate risks from its lending and underwriting activities. Additionally, shareholders would benefit from a stronger alignment between the company's stated goals, its fossil fuel policy, and its actions regarding corporate responsibility.						

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JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Amend Public Responsibility Committee Charter to Include Animal Welfare	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The board appears to have adequate board governance practices in place and there are no substantial controversies related to animal welfare linked to the bank.						
8	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 lower ownership threshold would provide for a more useful special meeting right for shareholders.						
9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy around the transition to a low-carbon economy and the company's management of related risks and opportunities.						
10	Report on Risks Related to Discrimination Against Individuals Including Political Views	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its anti-discrimination policies.						
11	Report on Political Expenditures Congruence	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.						
12	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted. Shareholders would benefit from the company's adoption of absolute reduction targets, as it would help evaluate how the company is managing decarbonization risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		4,999	4,999
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		30	30
					Total Shares:	**5,029**	**5,029**

Knight-Swift Transportation Holdings Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** KNX **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1740923

Primary Security ID: 499049104 **Primary CUSIP:** 499049104 **Primary ISIN:** US4990491049 **Primary SEDOL:** BF0LKD0

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

Knight-Swift Transportation Holdings Inc.

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

Votable Shares: 441 ***Shares on Loan:** 0 **Shares Instructed:** 441 **Shares Voted:** 441

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Reid Dove	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Michael Garnreiter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Louis Hobson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director David Jackson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Gary Knight	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kevin Knight	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kathryn Munro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Jessica Powell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Roberta Roberts Shank	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Robert Synowicki, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director David Vander Ploeg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.31 percent of the fees paid to the auditor are for non-audit purposes.						

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Knight-Swift Transportation Holdings Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Require Independent Board Chair	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		441	441
					Total Shares:	**441**	**441**

MKS Instruments, Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** MKSI **Proxy Level:** 3

Record Date: 03/08/2023 **Meeting Type:** Annual **Meeting ID:** 1739229

Primary Security ID: 55306N104 **Primary CUSIP:** 55306N104 **Primary ISIN:** US55306N1046 **Primary SEDOL:** 2404871

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

Votable Shares: 100 ***Shares on Loan:** 0 **Shares Instructed:** 100 **Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter J. Cannone, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Joseph B. Donahue	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 no significant concerns were identified and pay and performance are reasonably aligned at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.53 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/19/2023	Auto-Approved 04/19/2023		100	100

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MKS Instruments, Inc.

Total Shares:	100	100

National Retail Properties, Inc.

Meeting Date: 05/16/2023	**Country:** USA	**Ticker:** NNN	**Proxy Level:** 3
Record Date: 03/14/2023	**Meeting Type:** Annual	**Meeting ID:** 1733273	
Primary Security ID: 637417106	**Primary CUSIP:** 637417106	**Primary ISIN:** US6374171063	**Primary SEDOL:** 2211811
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 543	***Shares on Loan:** 0	**Shares Instructed:** 543	**Shares Voted:** 543

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela K.M. Beall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Steven D. Cosler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director David M. Fick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Edward J. Fritsch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Elizabeth C. Gulacsy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kevin B. Habicht	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Betsy D. Holden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Stephen A. Horn, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Kamau O. Witherspoon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						

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National Retail Properties, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.23 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/28/2023	Auto-Approved 04/28/2023		543	543
					Total Shares:	**543**	**543**

Newell Brands Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** NWL **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1740216

Primary Security ID: 651229106 **Primary CUSIP:** 651229106 **Primary ISIN:** US6512291062 **Primary SEDOL:** 2635701

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

Votable Shares: 3,307 ***Shares on Loan:** 0 **Shares Instructed:** 3,307 **Shares Voted:** 3,307

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bridget Ryan Berman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Patrick D. Campbell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Gary Hu	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Jay L. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Gerardo I. Lopez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Courtney R. Mather	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Christopher H. Peterson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Judith A. Sprieser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Newell Brands Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Stephanie P. Stahl	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Robert A. Steele	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1k	Elect Director David P. Willetts	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 23.56 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual incentives are primarily based on financial goals, and half of the equity awards are performance-based.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Amend Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the one-year holding period is an inherent safeguard against abuse and is consistent with the ownership requirement for shareholders to call a special meeting or submit a shareholder proposal.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		3,307	3,307
					Total Shares:	**3,307**	**3,307**

Orion Office REIT Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** ONL **Proxy Level:** 1
Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1734036
Primary Security ID: 68629Y103 **Primary CUSIP:** 68629Y103 **Primary ISIN:** US68629Y1038 **Primary SEDOL:** BLCY4W6

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 85 ***Shares on Loan:** 0 **Shares Instructed:** 85 **Shares Voted:** 85

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul H. McDowell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Orion Office REIT Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Reginald H. Gilyard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Kathleen R. Allen	Mgmt	Yes	For	For	Against	Against
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Richard J. Lieb	Mgmt	Yes	For	For	Against	Against
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Gregory J. Whyte	Mgmt	Yes	For	For	Against	Against
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.86 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/05/2023	Auto-Approved 04/15/2023		85	85
					Total Shares:	**85**	**85**

Principal Financial Group, Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** PFG **Proxy Level:** 3

Record Date: 03/22/2023 **Meeting Type:** Annual **Meeting ID:** 1738733

Primary Security ID: 74251V102 **Primary CUSIP:** 74251V102 **Primary ISIN:** US74251V1026 **Primary SEDOL:** 2803014

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

Votable Shares: 898 ***Shares on Loan:** 0 **Shares Instructed:** 898 **Shares Voted:** 898

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jonathan S. Auerbach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Mary E. "Maliz" Beams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Principal Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Jocelyn Carter-Miller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Scott M. Mills	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Claudio N. Muruzabal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director H. Elizabeth Mitchell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 CEO pay and company performance are reasonably aligned at this time. Annual incentive awards are based primarily on an objective financial performance metrics and the majority of equity award are conditioned on long-term clearly disclosed financial performance goals.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/21/2023	Auto-Approved 04/21/2023		898	898
					Total Shares:	**898**	**898**

Stericycle, Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** SRCL **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1737720

Primary Security ID: 858912108 **Primary CUSIP:** 858912108 **Primary ISIN:** US8589121081 **Primary SEDOL:** 2860826

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

Votable Shares: 240 ***Shares on Loan:** 0 **Shares Instructed:** 240 **Shares Voted:** 240

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert S. Murley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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

Stericycle, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Cindy J. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Brian P. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Lynn D. Bleil	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Thomas F. Chen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Victoria L. Dolan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Naren K. Gursahaney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director J. Joel Hackney, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Stephen C. Hooley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director James L. Welch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Report on Political Contributions	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's direct and indirect political contributions through all trade associations and other tax-exempt organizations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.						
6	Limit Accelerated Vesting of Equity Awards Upon a Change in Control	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as a policy requiring pro-rata vesting upon a change in control would further align the interests of executives with those of shareholders.						

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

Stericycle, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/03/2023	Auto-Approved 05/03/2023		240	240
					Total Shares:	**240**	**240**

Sun Communities, Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** SUI **Proxy Level:** 3

Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1739010

Primary Security ID: 866674104 **Primary CUSIP:** 866674104 **Primary ISIN:** US8666741041 **Primary SEDOL:** 2860257

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

Votable Shares: 448 ***Shares on Loan:** 0 **Shares Instructed:** 448 **Shares Voted:** 448

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gary A. Shiffman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Tonya Allen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Meghan G. Baivier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Stephanie W. Bergeron	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Jeff T. Blau	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Brian M. Hermelin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Ronald A. Klein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Clunet R. Lewis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Arthur A. Weiss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						

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Sun Communities, 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
5	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2023	Auto-Approved 04/25/2023		448	448
					Total Shares:	**448**	**448**

The Hershey Company

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** HSY **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1740381

Primary Security ID: 427866108 **Primary CUSIP:** 427866108 **Primary ISIN:** US4278661081 **Primary SEDOL:** 2422806

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

Votable Shares: 257 ***Shares on Loan:** 0 **Shares Instructed:** 257 **Shares Voted:** 257

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	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Michele G. Buck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Victor L. Crawford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Robert M. Dutkowsky	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.						
1.5	Elect Director Mary Kay Haben	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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The Hershey Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director James C. Katzman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.						
1.7	Elect Director M. Diane Koken	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Huong Maria T. Kraus	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Robert M. Malcolm	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.						
1.10	Elect Director Anthony J. Palmer	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.						
1.11	Elect Director Juan R. Perez	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.55 percent of the fees paid to the auditor are for non-audit purposes.						
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 CEO pay and company performance are reasonably aligned at this time. Annual incentive awards are based entirely on objective financial performance metrics, and the majority of the equity awards are conditioned on long-term financial performance metrics.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Report on Human Rights Impacts of Living Wage & Income Position Statement	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to ban child labor would allow investors to better understand how the company is managing human rights related risks in its supply chain.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/03/2023	Auto-Approved 05/03/2023		257	257
					Total Shares:	**257**	**257**

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The Hershey Company

United States Cellular Corporation

Meeting Date: 05/16/2023 | **Country:** USA | **Ticker:** USM | **Proxy Level:** 3

Record Date: 03/21/2023 | **Meeting Type:** Annual | **Meeting ID:** 1739361

Primary Security ID: 911684108 | **Primary CUSIP:** 911684108 | **Primary ISIN:** US9116841084 | **Primary SEDOL:** 2918996

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

Votable Shares: 206 | ***Shares on Loan:** 0 | **Shares Instructed:** 206 | **Shares Voted:** 206

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Harry J. Harczak, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
1.2	Elect Director Gregory P. Josefowicz	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
1.3	Elect Director Cecelia D. Stewart	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
1.4	Elect Director Xavier D. Williams	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Although the estimated shareholder value transfer exceeds the Social Advisory Services Benchmark, the qualitative review of director compensation indicates that the director compensation program exhibits positive features that sufficiently align the interests of directors and shareholders and mitigate risk.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not disclosed any risk mitigators, such as a clawback policy, CEO stock ownership guidelines, or stock holding period requirements.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/27/2023	Auto-Approved 04/27/2023		206	206
					Total Shares:	**206**	**206**

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United States Cellular Corporation

Ventas Inc.

Meeting Date: 05/16/2023	**Country:** USA	**Ticker:** VTR	**Proxy Level:** 3
Record Date: 03/24/2023	**Meeting Type:** Annual	**Meeting ID:** 1739953	
Primary Security ID: 92276F100	**Primary CUSIP:** 92276F100	**Primary ISIN:** US92276F1003	**Primary SEDOL:** 2927925
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 762	***Shares on Loan:** 0	**Shares Instructed:** 762	**Shares Voted:** 762

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melody C. Barnes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Debra A. Cafaro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Michael J. Embler	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Matthew J. Lustig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Roxanne M. Martino	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Marguerite M. Nader	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Sean P. Nolan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Walter C. Rakowich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Sumit Roy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director James D. Shelton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Maurice S. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Ventas 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 CEO pay and company performance are reasonably aligned at this time. Following the prior year's relatively low say-on-pay support, the board addressed the chief concern the largely discretionary annual incentive program by returning to a formulaic STI plan in 2023 that is largely tied to full-year, pre-set objective measures. Moreover, the committee confirmed that it would not grant special awards in the future unless there are compelling circumstances to do so, and if so, that such awards would utilize a performance component (except new hire awards). Although concerns remain given that the relative TSR measures merely target median performance, and that disclosing the remaining target goals prospectively would enhance transparency under the LTI plan, the vast majority of the CEO's LTI awards are performance-conditioned tied to multi-year goals.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.64 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		762	762
			05/04/2023	05/04/2023			
					Total Shares:	**762**	**762**

Align Technology, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** ALGN **Proxy Level:** 3

Record Date: 03/23/2023 **Meeting Type:** Annual **Meeting ID:** 1740218

Primary Security ID: 016255101 **Primary CUSIP:** 016255101 **Primary ISIN:** US0162551016 **Primary SEDOL:** 2679204

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,069 ***Shares on Loan:** 0 **Shares Instructed:** 1,069 **Shares Voted:** 1,069

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	Against	Against
	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.						
1.2	Elect Director Joseph M. Hogan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Joseph Lacob	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director C. Raymond Larkin, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Align Technology, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director George J. Morrow	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Anne M. Myong	Mgmt	Yes	For	For	Against	Against
	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.						
1.7	Elect Director Andrea L. Saia	Mgmt	Yes	For	For	Against	Against
	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.						
1.8	Elect Director Susan E. Siegel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; - The company maintains an auto-accelerated equity vesting change-in-control provision.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	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.						
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.12 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/26/2023	Auto-Approved 04/26/2023		17	17
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 04/26/2023	Auto-Approved 04/26/2023		1,052	1,052
					Total Shares:	**1,069**	**1,069**

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American Financial Group, Inc.

Meeting Date: 05/17/2023	**Country:** USA	**Ticker:** AFG	**Proxy Level:** 3
Record Date: 03/24/2023	**Meeting Type:** Annual	**Meeting ID:** 1738701	
Primary Security ID: 025932104	**Primary CUSIP:** 025932104	**Primary ISIN:** US0259321042	**Primary SEDOL:** 2134532
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 205	***Shares on Loan:** 0	**Shares Instructed:** 205	**Shares Voted:** 205

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Carl H. Lindner, III	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.2	Elect Director S. Craig Lindner	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.3	Elect Director John B. Berding	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.4	Elect Director James E. Evans	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.5	Elect Director Terry S. Jacobs	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.6	Elect Director Gregory G. Joseph	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.7	Elect Director Mary Beth Martin	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.8	Elect Director Amy Y. Murray	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.9	Elect Director Evans N. Nwankwo	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.10	Elect Director William W. Verity	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.11	Elect Director John I. Von Lehman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 11.79 percent of the fees paid to the auditor are for non-audit purposes.						
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.						

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American Financial Group, 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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/02/2023	Auto-Approved 05/02/2023		205	205
					Total Shares:	**205**	**205**

Annaly Capital Management, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** NLY **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1740222

Primary Security ID: 035710839 **Primary CUSIP:** 035710839 **Primary ISIN:** US0357108390 **Primary SEDOL:** BPMQ7X2

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

Votable Shares: 1,123 ***Shares on Loan:** 0 **Shares Instructed:** 1,123 **Shares Voted:** 1,123

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francine J. Bovich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director David L. Finkelstein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Thomas Hamilton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Kathy Hopinkah Hannan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Michael Haylon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Martin Laguerre	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Eric A. Reeves	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director John H. Schaefer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Annaly Capital Management, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Glenn A. Votek	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Vicki Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; - High CEO pay in relation to company peer group CEO median pay levels; and - A majority of equity awards to the CEO are not tied to performance-contingent pay elements. Additionally, continued monitoring is warranted regarding some concern on the total incentive award determination process, as the scorecard contains certain features that add complexity for investors attempting to assess the pay-for-performance linkage. Additionally, the target goal for one metric is only described in vague terms and individual metrics appear to receive guaranteed minimum scores regardless of the level of performance achievement.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Reduce Authorized Common Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because it would limit future dilution of shareholder investment.						
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 17.82 percent of the fees paid to the auditor are for non-audit purposes.						
6	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 lower ownership threshold would provide for a more useful special meeting right for shareholders.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/05/2023	Auto-Approved 05/05/2023		1,123	1,123
					Total Shares:	**1,123**	**1,123**

Arrow Electronics, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** ARW **Proxy Level:** 3

Record Date: 03/22/2023 **Meeting Type:** Annual **Meeting ID:** 1739839

Primary Security ID: 042735100 **Primary CUSIP:** 042735100 **Primary ISIN:** US0427351004 **Primary SEDOL:** 2051404

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

Arrow Electronics, Inc.

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

Votable Shares: 1,235 ***Shares on Loan:** 0 **Shares Instructed:** 1,235 **Shares Voted:** 1,235

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William F. Austen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Fabian T. Garcia	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Steven H. Gunby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Gail E. Hamilton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Andrew C. Kerin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Sean J. Kerins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Carol P. Lowe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Mary T. McDowell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Stephen C. Patrick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Gerry P. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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

Arrow Electronics, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,235	1,235
			05/01/2023	05/01/2023			
					Total Shares:	**1,235**	**1,235**

CBRE Group, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** CBRE **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1739334

Primary Security ID: 12504L109 **Primary CUSIP:** 12504L109 **Primary ISIN:** US12504L1098 **Primary SEDOL:** B6WVMH3

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 6,711 ***Shares on Loan:** 0 **Shares Instructed:** 6,711 **Shares Voted:** 6,711

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Beth F. Cobert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Reginald H. Gilyard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Shira D. Goodman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director E.M. Blake Hutcheson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Christopher T. Jenny	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Gerardo I. Lopez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Susan Meaney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Oscar Munoz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Robert E. Sulentic	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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CBRE Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Sanjiv Yajnik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.66 percent of the fees paid to the auditor are for non-audit purposes.						
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. Despite the special strategic equity award granted during the year in review, CEO pay and company performance are reasonably aligned at this time. The majority of the CEO's equity awards are conditioned on financial performance and the one-time strategic equity awards will only vest if company TSR and EPS performance is achieved above the 50th percentile.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/27/2023	Auto-Approved 04/27/2023		6,584	6,584
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/27/2023	Auto-Approved 04/27/2023		127	127
					Total Shares:	**6,711**	**6,711**

Chubb Limited

Meeting Date: 05/17/2023 **Country:** Switzerland **Ticker:** CB **Proxy Level:** N/A

Record Date: 03/24/2023 **Meeting Type:** Annual **Meeting ID:** 1739079

Primary Security ID: H1467J104 **Primary CUSIP:** H1467J104 **Primary ISIN:** CH0044328745 **Primary SEDOL:** B3BQMF6

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

Votable Shares: 559 ***Shares on Loan:** 0 **Shares Instructed:** 559 **Shares Voted:** 559

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this routine item is warranted.						
2.1	Allocate Disposable Profit	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concerns.						

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Chubb Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concerns.						
3	Approve Discharge of Board of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted, as there is no evidence that the board has not fulfilled their fiduciary duties.						
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.72 percent of the fees paid to the auditor are for non-audit purposes.						
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.72 percent of the fees paid to the auditor are for non-audit purposes.						
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the special auditor is warranted.						
5.1	Elect Director Evan G. Greenberg	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
5.2	Elect Director Michael P. Connors	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
5.3	Elect Director Michael G. Atieh	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
5.4	Elect Director Kathy Bonanno	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
5.5	Elect Director Nancy K. Buese	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
5.6	Elect Director Sheila P. Burke	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
5.7	Elect Director Michael L. Corbat	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
5.8	Elect Director Robert J. Hugin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
5.9	Elect Director Robert W. Scully	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						

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Chubb Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5.10	Elect Director Theodore E. Shasta	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
5.11	Elect Director David H. Sidwell	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
5.12	Elect Director Olivier Steimer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
5.13	Elect Director Frances F. Townsend	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.The nominee is employed full-time and sits on boards at more than 2 public companies.						
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
7.2	Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
7.3	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.						
8	Designate Homburger AG as Independent Proxy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concerns.						
9.1	Amend Articles Relating to Swiss Corporate Law Updates	Mgmt	Yes	For	For	For	For
9.2	Amend Articles to Advance Notice Period	Mgmt	Yes	For	For	For	For
10.1	Cancel Repurchased Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR these resolutions are warranted due to a lack of significant concerns.						
10.2	Reduction of Par Value	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR these resolutions are warranted due to a lack of significant concerns.						
11.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because the requested amount is broadly in line with market practice.						

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Chubb Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11.2	Approve Remuneration of Executive Management in the Amount of USD 65 Million for Fiscal 2024	Mgmt	Yes	For	For	For	For
	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 proposal is warranted.						
11.3	Approve Remuneration Report	Mgmt	Yes	For	For	For	For
	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 with the U.S. say-on-pay analysis. Accordingly, a vote FOR is warranted.						
12	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 is reasonably aligned with performance for the year under review. Although concern is raised given the largely subjective determination of pay, the CEO's LTI award based on FY22 performance is entirely performance-contingent, subject to multi-year goals.						
13	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
14	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because it would help shareholders better evaluate the company's management of climate-related risks from its underwriting, investment, and insurance activities.						
15	Report on Human Rights Risk Assessment	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to identify and assess human rights impacts in its operations, including the sale of its products, and supply chain would allow shareholders to better gauge how the company is managing human rights related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		559	559
			05/05/2023	05/05/2023			
					Total Shares:	**559**	**559**

Crown Castle Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** CCI **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1739258

Primary Security ID: 22822V101 **Primary CUSIP:** 22822V101 **Primary ISIN:** US22822V1017 **Primary SEDOL:** BTGQCX1

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

Crown Castle Inc.

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

Votable Shares: 581 ***Shares on Loan:** 0 **Shares Instructed:** 581 **Shares Voted:** 581

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director P. Robert Bartolo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jay A. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Cindy Christy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Ari Q. Fitzgerald	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Andrea J. Goldsmith	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Tammy K. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Anthony J. Melone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director W. Benjamin Moreland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Kevin A. Stephens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Matthew Thornton, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.18 percent of the fees paid to the auditor are for non-audit purposes.						
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 CEO pay and company performance are reasonably aligned at this time. A majority of the CEO's pay is conditioned on objective financial performance, and the majority of equity grants are earned based on a multi-year performance period.						
4	Amend Charter to Allow Exculpation of Certain Officers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

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Crown Castle Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/26/2023	Auto-Approved 04/26/2023		581	581
					Total Shares:	**581**	**581**

Everest Re Group, Ltd.

Meeting Date: 05/17/2023 **Country:** Bermuda **Ticker:** RE **Proxy Level:** N/A

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1744565

Primary Security ID: G3223R108 **Primary CUSIP:** G3223R108 **Primary ISIN:** BMG3223R1088 **Primary SEDOL:** 2556868

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

Votable Shares: 27 ***Shares on Loan:** 0 **Shares Instructed:** 27 **Shares Voted:** 27

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John J. Amore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Juan C. Andrade	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director William F. Galtney, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director John A. Graf	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Meryl Hartzband	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Gerri Losquadro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Hazel McNeilage	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Roger M. Singer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Joseph V. Taranto	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.32 percent of the fees paid to the auditor are for non-audit purposes.						

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Everest Re Group, Ltd.

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 were reasonably aligned for the year in review. Some concerns exist regarding the heavy weighting of individual performance in the annual incentive program, as well as the annual performance periods used for the majority of performance shares. However, annual incentives continue to be primarily based on a pre-set objective metric, and equity awards are half performance-based with forward-looking targets.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Change Company Name to Everest Group, Ltd.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that it is unlikely that the name change would have a negative financial impact on the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		27	27
					Total Shares:	**27**	**27**

Fiserv, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** FISV **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1739531

Primary Security ID: 337738108 **Primary CUSIP:** 337738108 **Primary ISIN:** US3377381088 **Primary SEDOL:** 2342034

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

Votable Shares: 767 ***Shares on Loan:** 0 **Shares Instructed:** 767 **Shares Voted:** 767

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank J. Bisignano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Henrique de Castro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Harry F. DiSimone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Dylan G. Haggart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Wafaa Mamilli	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Fiserv, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Heidi G. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Doyle R. Simons	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Kevin M. Warren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted as pay and performance are reasonably aligned for the year in review. Although a concern is noted, annual incentives are entirely based on financial goals, and long-term incentives are half performance-based and utilize a multi-year measurement period. In addition, relative TSR awards target above-median performance with payouts capped at target for negative absolute results.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.93 percent of the fees paid to the auditor are for non-audit purposes.						
5	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/28/2023	Auto-Approved 04/28/2023		767	767
					Total Shares:	**767**	**767**

Halliburton Company

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** HAL **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1739335

Primary Security ID: 406216101 **Primary CUSIP:** 406216101 **Primary ISIN:** US4062161017 **Primary SEDOL:** 2405302

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,982 ***Shares on Loan:** 0 **Shares Instructed:** 1,982 **Shares Voted:** 1,982

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Halliburton Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director William E. Albrecht	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director M. Katherine Banks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Alan M. Bennett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Milton Carroll	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Earl M. Cummings	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Murry S. Gerber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Robert A. Malone	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Jeffrey A. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Bhavesh V. (Bob) Patel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Maurice S. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Janet L. Weiss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Tobi M. Edwards Young	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.46 percent of the fees paid to the auditor are for non-audit purposes.						
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. The committee was sufficiently responsive to last year's failed say-on-pay vote, making changes to the long-term incentive program to address certain shareholder feedback points. Further, pay and performance were reasonably aligned for the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Halliburton Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
6	Amend Certificate of Incorporation	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2023	Auto-Approved 04/25/2023		1,862	1,862
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/25/2023	Auto-Approved 04/25/2023		120	120
					Total Shares:	**1,982**	**1,982**

Howmet Aerospace Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** HWM **Proxy Level:** 3

Record Date: 03/21/2023 **Meeting Type:** Annual **Meeting ID:** 1737059

Primary Security ID: 443201108 **Primary CUSIP:** 443201108 **Primary ISIN:** US4432011082 **Primary SEDOL:** BKLJ8V2

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

Votable Shares: 2,155 ***Shares on Loan:** 0 **Shares Instructed:** 2,155 **Shares Voted:** 2,155

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James F. Albaugh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Amy E. Alving	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Sharon R. Barner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Joseph S. Cantie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Robert F. Leduc	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director David J. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Jody G. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director John C. Plant	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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Howmet Aerospace Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Ulrich R. Schmidt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.41 percent of the fees paid to the auditor are for non-audit purposes.						
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. Following the prior year's relatively low say-on-pay vote and subsequent engagement with shareholders, the company entered into a new letter agreement with CEO Plant that will align his annual cash and equity awards to the schedule of other NEOs starting in FY23 and removes an entitlement to excessive change-in-control severance payments. Additionally, beginning in 2023 the company will revert performance-based equity grants to be measured over a three-year period rather than the average of three one-year periods. While these changes are reflective of shareholder feedback, Plant's letter agreement also continues to provide sizeable incentive award opportunities. Continued monitoring of pay outcomes is warranted.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/04/2023	Auto-Approved 05/04/2023		2,155	2,155
					Total Shares:	**2,155**	**2,155**

Hyatt Hotels Corporation

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** H **Proxy Level:** 3

Record Date: 03/22/2023 **Meeting Type:** Annual **Meeting ID:** 1739233

Primary Security ID: 448579102 **Primary CUSIP:** 448579102 **Primary ISIN:** US4485791028 **Primary SEDOL:** B5B82X4

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

Votable Shares: 100 ***Shares on Loan:** 0 **Shares Instructed:** 100 **Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul D. Ballew	Mgmt	Yes	For	For	Withhold	Withhold
	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.						

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Hyatt Hotels Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Mark S. Hoplamazian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Cary D. McMillan	Mgmt	Yes	For	Withhold	Withhold	Withhold
	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.WITHHOLD votes are warranted for Governance Committee members Cary McMillan and Richard Tuttle for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.WITHHOLD votes are warranted for Thomas Pritzker and Jason Pritzker as their ownership of the supervoting shares provide them with voting power control of the company.						
1.4	Elect Director Michael A. Rocca	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
1.5	Elect Director Thomas J. Pritzker	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Cary McMillan and Richard Tuttle for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.WITHHOLD votes are warranted for Thomas Pritzker and Jason Pritzker as their ownership of the supervoting shares provide them with voting power control of the company.						
1.6	Elect Director Heidi O'Neill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Richard C. Tuttle	Mgmt	Yes	For	Withhold	Withhold	Withhold
	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.WITHHOLD votes are warranted for Governance Committee members Cary McMillan and Richard Tuttle for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.WITHHOLD votes are warranted for Thomas Pritzker and Jason Pritzker as their ownership of the supervoting shares provide them with voting power control of the company.						
1.8	Elect Director James H. Wooten, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
1.9	Elect Director Susan D. Kronick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Dion Camp Sanders	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
1.11	Elect Director Jason Pritzker	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Cary McMillan and Richard Tuttle for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.WITHHOLD votes are warranted for Thomas Pritzker and Jason Pritzker as their ownership of the supervoting shares provide them with voting power control of the company.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.65 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						

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Hyatt Hotels 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
	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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Amend Omnibus and Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that it would eliminate uncertainty regarding the validity or effectiveness of the adoption and approval of the amended Long-Term Incentive Plan and the amended Employee Stock Purchase Plan at the 2020 annual meeting. In addition, as noted in the 2020 analysis, Social Advisory Services recommended support for (i) the Long-Term Incentive Plan based on the Equity Plan Scorecard (EPSC) evaluation and (ii) the Employee Stock Purchase Plan as it has reasonable terms.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/03/2023	Auto-Approved 05/03/2023		100	100
					Total Shares:	**100**	**100**

ICU Medical, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** ICUI **Proxy Level:** 3

Record Date: 03/21/2023 **Meeting Type:** Annual **Meeting ID:** 1739545

Primary Security ID: 44930G107 **Primary CUSIP:** 44930G107 **Primary ISIN:** US44930G1076 **Primary SEDOL:** 2451918

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

Votable Shares: 32 ***Shares on Loan:** 0 **Shares Instructed:** 32 **Shares Voted:** 32

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director George A. Lopez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director David C. Greenberg	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
1.4	Elect Director Elisha W. Finney	Mgmt	Yes	For	For	Withhold	Withhold
	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.						

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ICU Medical, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director David F. Hoffmeister	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
1.6	Elect Director Donald M. Abbey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Laurie Hernandez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Kolleen T. Kennedy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director William Seeger	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
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 Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 43.63 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						
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.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/14/2023	Auto-Approved 04/17/2023		32	32
					Total Shares:	**32**	**32**

Invitation Homes, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** INVH **Proxy Level:** 3

Record Date: 03/22/2023 **Meeting Type:** Annual **Meeting ID:** 1739847

Primary Security ID: 46187W107 **Primary CUSIP:** 46187W107 **Primary ISIN:** US46187W1071 **Primary SEDOL:** BD81GW9

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

Invitation Homes, Inc.

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

Votable Shares: 200 ***Shares on Loan:** 0 **Shares Instructed:** 200 **Shares Voted:** 200

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael D. Fascitelli	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.						
1.2	Elect Director Dallas B. Tanner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Jana Cohen Barbe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Richard D. Bronson	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.						
1.5	Elect Director Jeffrey E. Kelter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Joseph D. Margolis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director John B. Rhea	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Janice L. Sears	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Frances Aldrich Sevilla-Sacasa	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.						
1.10	Elect Director Keith D. Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.43 percent of the fees paid to the auditor are for non-audit purposes.						
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. A pay-for-performance misalignment is driven by the value of the CEO's "outperformance" equity award, which the company grants periodically, and which is supplemental to his regular annual LTI awards. Although the award is based on multi-year TSR goals, a "lock-in" feature allows at least a portion of the award to be earned at two different measurement dates, reducing the rigor of the award. Moreover, the FY22 outperformance award was granted one day after the end of the measurement period for his FY19 outperformance award, raising concerns over the use of frequent non-annual equity awards to boost pay opportunities.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Invitation Homes, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		200	200
			05/02/2023	05/02/2023			
					Total Shares:	**200**	**200**

Lumen Technologies, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** LUMN **Proxy Level:** 3

Record Date: 03/23/2023 **Meeting Type:** Annual **Meeting ID:** 1740229

Primary Security ID: 550241103 **Primary CUSIP:** 550241103 **Primary ISIN:** US5502411037 **Primary SEDOL:** BMDH249

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

Votable Shares: 2,012 ***Shares on Loan:** 0 **Shares Instructed:** 2,012 **Shares Voted:** 2,012

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Quincy L. Allen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Martha Helena Bejar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Peter C. Brown	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Kevin P. Chilton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Steven T. "Terry" Clontz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director T. Michael Glenn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kate Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Hal Stanley Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Michael J. Roberts	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Laurie A. Siegel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Lumen Technologies, 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: A vote FOR this item is warranted because only 1.90 percent of the fees paid to the auditor are for non-audit purposes.						
3	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.						
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 for the year in review. A concern is raised with respect to the acceleration of the former CEO's time-based equity awards upon his retirement. Further, some concerns remain in relation to target setting under the STI and LTI plans; however, payouts under the STI plan were commensurate with financial performance and the LTI program provides for equity awards that are primarily performance-based.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/03/2023	Auto-Approved 05/03/2023		2,012	2,012
					Total Shares:	**2,012**	**2,012**

Markel Corporation

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** MKL **Proxy Level:** 3

Record Date: 03/09/2023 **Meeting Type:** Annual **Meeting ID:** 1736716

Primary Security ID: 570535104 **Primary CUSIP:** 570535104 **Primary ISIN:** US5705351048 **Primary SEDOL:** 2566436

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

Votable Shares: 19 ***Shares on Loan:** 0 **Shares Instructed:** 19 **Shares Voted:** 19

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark M. Besca	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1b	Elect Director K. Bruce Connell	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1c	Elect Director Lawrence A. Cunningham	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1d	Elect Director Thomas S. Gayner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						

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Markel Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Greta J. Harris	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1f	Elect Director Morgan E. Housel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1g	Elect Director Diane Leopold	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1h	Elect Director Anthony F. Markel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1i	Elect Director Steven A. Markel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1j	Elect Director Harold L. Morrison, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1k	Elect Director Michael O'Reilly	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1l	Elect Director A. Lynne Puckett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.83 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		19	19
					Total Shares:	**19**	**19**

Molson Coors Beverage Company

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** TAP **Proxy Level:** 3

Record Date: 03/24/2023 **Meeting Type:** Annual **Meeting ID:** 1740402

Primary Security ID: 60871R209 **Primary CUSIP:** 60871R209 **Primary ISIN:** US60871R2094 **Primary SEDOL:** B067BM3

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Molson Coors Beverage Company

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

Votable Shares: 334 ***Shares on Loan:** 0 **Shares Instructed:** 334 **Shares Voted:** 334

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	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Charles M. Herington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director H. Sanford Riley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 CEO pay and company performance are reasonably aligned. The majority of CEO pay is conditioned on objective performance metrics. Annual incentives were earned below target and the recently completed LTI performance period resulted in no PSUs vesting, indicating performance targets are sufficiently rigorous.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/05/2023	Auto-Approved 05/05/2023		334	334
					Total Shares:	**334**	**334**

Mondelez International, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** MDLZ **Proxy Level:** 3

Record Date: 03/08/2023 **Meeting Type:** Annual **Meeting ID:** 1741022

Primary Security ID: 609207105 **Primary CUSIP:** 609207105 **Primary ISIN:** US6092071058 **Primary SEDOL:** B8CKK03

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

Votable Shares: 3,053 ***Shares on Loan:** 0 **Shares Instructed:** 3,053 **Shares Voted:** 3,053

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Charles E. Bunch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Ertharin Cousin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Jorge S. Mesquita	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Anindita Mukherjee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jane Hamilton Nielsen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Patrick T. Siewert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Michael A. Todman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Dirk Van de Put	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual incentives and equity awards are primarily performance-based, and performance for the PSUs is measured over a multi-year period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.25 percent of the fees paid to the auditor are for non-audit purposes.						
5	Require Independent Board Chair	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.						
6	Report on 2025 Cage-Free Egg Goal	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from increased disclosure regarding the company's progress in reaching its 2025 cage-free egg commitment.						
7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as increased transparency on Mondelez's supply chain policies and processes could help alleviate related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/04/2023	Auto-Approved 05/04/2023		3,053	3,053
					Total Shares:	**3,053**	**3,053**

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Mondelez International, Inc.

NOV Inc.

Meeting Date: 05/17/2023	**Country:** USA	**Ticker:** NOV	**Proxy Level:** 3
Record Date: 03/20/2023	**Meeting Type:** Annual	**Meeting ID:** 1740975	
Primary Security ID: 62955J103	**Primary CUSIP:** 62955J103	**Primary ISIN:** US62955J1034	**Primary SEDOL:** BN2RYW9
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 1,082	***Shares on Loan:** 0	**Shares Instructed:** 1,082	**Shares Voted:** 1,082

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Clay C. Williams	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1b	Elect Director Greg L. Armstrong	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1c	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1d	Elect Director Ben A. Guill	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1e	Elect Director David D. Harrison	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1f	Elect Director Eric L. Mattson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1g	Elect Director William R. Thomas	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1h	Elect Director Robert S. Welborn	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 23.57 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company s peers.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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NOV Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Amend Certificate of Incorporation to Provide for Exculpation of Liability of Certain Officers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/03/2023	Auto-Approved 05/03/2023		1,082	1,082
					Total Shares:	**1,082**	**1,082**

Pinnacle West Capital Corporation

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** PNW **Proxy Level:** 3

Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1740168

Primary Security ID: 723484101 **Primary CUSIP:** 723484101 **Primary ISIN:** US7234841010 **Primary SEDOL:** 2048804

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 170 ***Shares on Loan:** 0 **Shares Instructed:** 170 **Shares Voted:** 170

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glynis A. Bryan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Gonzalo A. de la Melena, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Richard P. Fox	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Jeffrey B. Guldner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Kathryn L. Munro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Bruce J. Nordstrom	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Paula J. Sims	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Pinnacle West Capital Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director William H. Spence	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Kristine L. Svinicki	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director James E. Trevathan, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director David P. Wagener - Withdrawn	Mgmt	No				
	Voting Policy Rationale: Nominee David P. Wagener (Item 1.11) has resigned from the board and is not seeking re-election at this meeting. Accordingly, votes on his election will not be tabulated or reported.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted as pay and performance are reasonably aligned for the year in review. While some concerns are noted about incomplete forward-looking goal disclosure under the LTIP and the absence of a cap on payouts in the event of negative absolute TSR, the LTI program is predominantly performance based and the annual incentives are entirely conditioned on clearly disclosed pre-set objective measures.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
6	Require Independent Board Chair	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/03/2023	Auto-Approved 05/03/2023		100	100
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/03/2023	Auto-Approved 05/03/2023		70	70
					Total Shares:	**170**	**170**

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

PPL Corporation

Meeting Date: 05/17/2023	**Country:** USA	**Ticker:** PPL	**Proxy Level:** 3
Record Date: 02/28/2023	**Meeting Type:** Annual	**Meeting ID:** 1739484	
Primary Security ID: 69351T106	**Primary CUSIP:** 69351T106	**Primary ISIN:** US69351T1060	**Primary SEDOL:** 2680905
	Total Ballots: 2	**Voting Policy:** UUA	
Votable Shares: 2,695	***Shares on Loan:** 0	**Shares Instructed:** 2,695	**Shares Voted:** 2,695

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Arthur P. Beattie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Raja Rajamannar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Heather B. Redman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Craig A. Rogerson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Vincent Sorgi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Linda G. Sullivan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Natica von Althann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Keith H. Williamson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Phoebe A. Wood	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Armando Zagalo de Lima	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual and long-term incentives are both primarily based on quantitative performance targets, with clear disclosure of forward-looking goals. While a portion of the performance equity award targets merely median TSR, the program utilizes a multi-year measurement period and the TSR portion of the vesting cycle grant was forfeited due to underperformance.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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PPL Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 24.36 percent of the fees paid to the auditor are for non-audit purposes.						
5	Require Independent Board Chair	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2023	Auto-Approved 04/25/2023		1,770	1,770
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/25/2023	Auto-Approved 04/25/2023		925	925
					Total Shares:	**2,695**	**2,695**

Primerica, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** PRI **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1740652

Primary Security ID: 74164M108 **Primary CUSIP:** 74164M108 **Primary ISIN:** US74164M1080 **Primary SEDOL:** B50K3X8

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

Votable Shares: 739 ***Shares on Loan:** 0 **Shares Instructed:** 739 **Shares Voted:** 739

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John A. Addison, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Joel M. Babbit	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Amber L. Cottle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Gary L. Crittenden	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Cynthia N. Day	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Sanjeev Dheer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Primerica, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Beatriz R. Perez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director D. Richard Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Glenn J. Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Barbara A. Yastine	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/19/2023	Auto-Approved 04/19/2023		739	739
					Total Shares:	**739**	**739**

Quest Diagnostics Incorporated

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** DGX **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1740977

Primary Security ID: 74834L100 **Primary CUSIP:** 74834L100 **Primary ISIN:** US74834L1008 **Primary SEDOL:** 2702791

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

Votable Shares: 114 ***Shares on Loan:** 0 **Shares Instructed:** 114 **Shares Voted:** 114

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James E. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Luis A. Diaz, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Quest Diagnostics Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Tracey C. Doi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Vicky B. Gregg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Wright L. Lassiter, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Timothy L. Main	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Denise M. Morrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Gary M. Pfeiffer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Timothy M. Ring	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Gail R. Wilensky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. CEO pay and company performance are reasonably aligned and the majority of pay is conditioned on objective performance metrics.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 10.60 percent of the fees paid to the auditor are for non-audit purposes.						
5	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.						
6	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the company has not set a target to reduce its GHG emissions and setting short-, medium-, and long-term science-based GHG targets would benefit shareholders by providing important information on the company's plans to transition to a low carbon economy. Additionally, this proposal may help the company prepare for climate-disclosure regulations.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Quest Diagnostics Incorporated

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		114	114
			05/04/2023	05/04/2023			
					Total Shares:	**114**	**114**

Reliance Steel & Aluminum Co.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** RS **Proxy Level:** 3

Record Date: 03/28/2023 **Meeting Type:** Annual **Meeting ID:** 1740174

Primary Security ID: 759509102 **Primary CUSIP:** 759509102 **Primary ISIN:** US7595091023 **Primary SEDOL:** 2729068

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

Votable Shares: 164 ***Shares on Loan:** 0 **Shares Instructed:** 164 **Shares Voted:** 164

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lisa L. Baldwin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Karen W. Colonias	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Frank J. Dellaquila	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director James D. Hoffman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Mark V. Kaminski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Karla R. Lewis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Robert A. McEvoy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director David W. Seeger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Douglas W. Stotlar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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, and no significant concerns were identified at this time.						

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Reliance Steel & Aluminum Co.

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: A vote FOR this item is warranted because only 1.11 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/05/2023	Auto-Approved 05/05/2023		164	164
					Total Shares:	**164**	**164**

Robert Half International Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** RHI **Proxy Level:** 3

Record Date: 03/24/2023 **Meeting Type:** Annual **Meeting ID:** 1743753

Primary Security ID: 770323103 **Primary CUSIP:** 770323103 **Primary ISIN:** US7703231032 **Primary SEDOL:** 2110703

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

Votable Shares: 2,092 ***Shares on Loan:** 0 **Shares Instructed:** 2,092 **Shares Voted:** 2,092

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julia L. Coronado	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Dirk A. Kempthorne	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Harold M. Messmer, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Marc H. Morial	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Robert J. Pace	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Frederick A. Richman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Robert Half International Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director M. Keith Waddell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Marnie H. Wilking	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual incentive awards are based entirely on pre-set financial goals, and long-term incentives are entirely performance-based.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,092	2,092
			04/27/2023	04/27/2023			
					Total Shares:	**2,092**	**2,092**

Ross Stores, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** ROST **Proxy Level:** 3

Record Date: 03/21/2023 **Meeting Type:** Annual **Meeting ID:** 1739282

Primary Security ID: 778296103 **Primary CUSIP:** 778296103 **Primary ISIN:** US7782961038 **Primary SEDOL:** 2746711

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

Votable Shares: 405 ***Shares on Loan:** 0 **Shares Instructed:** 405 **Shares Voted:** 405

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director K. Gunnar Bjorklund	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Michael J. Bush	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Edward G. Cannizzaro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Ross Stores, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Sharon D. Garrett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Michael J. Hartshorn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Stephen D. Milligan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Patricia H. Mueller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director George P. Orban	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Larree M. Renda	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Barbara Rentler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Doniel N. Sutton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Pay and performance were reasonably aligned for the year in review, and both the annual and long-term incentive plans have returned to the pre-pandemic formula-driven quantitative approach.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.73 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/27/2023	Auto-Approved 04/27/2023		405	405
					Total Shares:	**405**	**405**

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SS&C Technologies Holdings, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** SSNC **Proxy Level:** 3
Record Date: 03/21/2023 **Meeting Type:** Annual **Meeting ID:** 1741116
Primary Security ID: 78467J100 **Primary CUSIP:** 78467J100 **Primary ISIN:** US78467J1007 **Primary SEDOL:** B58YSC6

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 236 ***Shares on Loan:** 0 **Shares Instructed:** 236 **Shares Voted:** 236

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Normand A. Boulanger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1b	Elect Director David A. Varsano	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1c	Elect Director Michael J. Zamkow	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
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, with caution. The committee was sufficiently responsive to last year's failed say-on-pay vote, incorporating shareholder feedback into redesigning both the annual and long-term incentive programs. Further, CEO pay for the year in review declined significantly and the new annual bonus program incorporated clearly disclosed financial metrics. However, given expected high pay opportunities for FY23 in the first year of the new equity program, investors are advised to closely monitor pay levels and performance going into next year.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.17 percent of the fees paid to the auditor are for non-audit purposes.						
5	Approve 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/28/2023	Auto-Approved 04/28/2023		236	236
					Total Shares:	**236**	**236**

State Street Corporation

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** STT **Proxy Level:** 3
Record Date: 03/21/2023 **Meeting Type:** Annual **Meeting ID:** 1740235
Primary Security ID: 857477103 **Primary CUSIP:** 857477103 **Primary ISIN:** US8574771031 **Primary SEDOL:** 2842040

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

State Street Corporation

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

Votable Shares: 406 ***Shares on Loan:** 0 **Shares Instructed:** 406 **Shares Voted:** 406

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick de Saint-Aignan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Marie A. Chandoha	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director DonnaLee DeMaio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Amelia C. Fawcett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director William C. Freda	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Sara Mathew	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director William L. Meaney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Ronald P. O'Hanley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Sean O'Sullivan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Julio A. Portalatin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director John B. Rhea	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Gregory L. Summe	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
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, with caution. There remains some concern regarding the incentive determination process which, although guided by performance assessments and target opportunities, is ultimately discretionarily determined. Further, the proxy lacks certain key disclosures, such as individual metric weightings and quantified, pre-set target goals. While this issue warrants continued close monitoring, there are mitigating factors. Most notably, pay and performance are reasonably aligned for the year in review. Additionally, key financial metrics considered were generally consistent with the prior year, and the majority of long-term incentives are based on clearly disclosed multi-year goals. Lastly, while certain goals underlying PRSUs granted in 2022 were adjusted after grant, the committee provides a reasonable rationale for this decision.						

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State Street Corporation

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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.36 percent of the fees paid to the auditor are for non-audit purposes.						
6	Report on Asset Management Policies and Diversified Investors	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting on the external costs created by not accounting for environmental and social policy effects would allow shareholders to better assess the impact of the company's practices and management of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		406	406
			05/04/2023	05/04/2023			
					Total Shares:	**406**	**406**

The Hartford Financial Services Group, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** HIG **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1741110

Primary Security ID: 416515104 **Primary CUSIP:** 416515104 **Primary ISIN:** US4165151048 **Primary SEDOL:** 2476193

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

Votable Shares: 832 ***Shares on Loan:** 0 **Shares Instructed:** 832 **Shares Voted:** 832

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry D. De Shon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Carlos Dominguez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Trevor Fetter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Donna A. James	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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The Hartford Financial Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Kathryn A. Mikells	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Edmund Reese	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Teresa Wynn Roseborough	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Virginia P. Ruesterholz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Christopher J. Swift	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Matthew E. Winter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Greig Woodring	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.27 percent of the fees paid to the auditor are for non-audit purposes.						
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. The STI structure raises some concern, as the committee retains a significant degree of discretion to adjust payouts from the formulaic funding percentage. However, for the year in review, the committee discretionarily reduced the funding level from the formulaic determination, and the CEO's award was paid out at the funding level, consistent with long-standing practice. Additionally, the company targets half of LTIs as performance equity, with clearly disclosed forward-looking goals and a relative TSR metric that targets out performance. Continued monitoring of STI payout determinations is warranted, given the extent to which discretion has the potential to influence payouts.						
4	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because it would help shareholders better evaluate the company's management of climate risks from its lending and underwriting activities. Additionally, shareholders would benefit from a stronger alignment between the company's stated goals, its fossil fuel policy, and its actions regarding corporate responsibility.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/04/2023	Auto-Approved 05/04/2023		832	832
					Total Shares:	**832**	**832**

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The Hartford Financial Services Group, Inc.

Travel + Leisure Co.

Meeting Date: 05/17/2023	**Country:** USA	**Ticker:** TNL	**Proxy Level:** 3
Record Date: 03/22/2023	**Meeting Type:** Annual	**Meeting ID:** 1741038	
Primary Security ID: 894164102	**Primary CUSIP:** 894164102	**Primary ISIN:** US8941641024	**Primary SEDOL:** BMXYT16
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 100	***Shares on Loan:** 0	**Shares Instructed:** 100	**Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Louise F. Brady	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Michael D. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director James E. Buckman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director George Herrera	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Stephen P. Holmes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Lucinda C. Martinez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Denny Marie Post	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Ronald L. Rickles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Michael H. Wargotz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.47 percent of the fees paid to the auditor are for non-audit purposes.						

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Travel + Leisure Co.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2023	Auto-Approved 04/18/2023		100	100
					Total Shares:	**100**	**100**

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** WAB **Proxy Level:** 3

Record Date: 03/21/2023 **Meeting Type:** Annual **Meeting ID:** 1739955

Primary Security ID: 929740108 **Primary CUSIP:** 929740108 **Primary ISIN:** US9297401088 **Primary SEDOL:** 2955733

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

Votable Shares: 95 ***Shares on Loan:** 0 **Shares Instructed:** 95 **Shares Voted:** 95

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rafael Santana	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Lee C. Banks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Byron S. Foster	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Although concern is noted about the lack of disclosure of forward-looking targets under the LTIP, the annual incentives are primarily based on pre-set metrics, and the majority of the long-term incentives utilize a multi-year performance period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.12 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/04/2023	Auto-Approved 05/04/2023		95	95
					Total Shares:	**95**	**95**

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Willis Towers Watson Public Limited Company

Meeting Date: 05/17/2023	**Country:** Ireland	**Ticker:** WTW	**Proxy Level:** N/A
Record Date: 03/20/2023	**Meeting Type:** Annual	**Meeting ID:** 1740461	
Primary Security ID: G96629103	**Primary CUSIP:** G96629103	**Primary ISIN:** IE00BDB6Q211	**Primary SEDOL:** BDB6Q21
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 186	***Shares on Loan:** 0	**Shares Instructed:** 186	**Shares Voted:** 186

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dame Inga Beale	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Fumbi Chima	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Stephen Chipman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Michael Hammond	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Carl Hess	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jacqueline Hunt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Paul Reilly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Michelle Swanback	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Paul Thomas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Fredric Tomczyk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.61 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual and long-term incentives are primarily based on financial performance, and long-term awards utilize a multi-year measurement period. In addition, the company improved annual incentive target and result disclosure and provides forward disclosure of long-term award targets.						

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Willis Towers Watson Public Limited Company

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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/26/2023	Auto-Approved 04/26/2023		186	186
					Total Shares:	**186**	**186**

Wingstop Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** WING **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1736728

Primary Security ID: 974155103 **Primary CUSIP:** 974155103 **Primary ISIN:** US9741551033 **Primary SEDOL:** BYYXHN4

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

Votable Shares: 915 ***Shares on Loan:** 0 **Shares Instructed:** 915 **Shares Voted:** 915

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lynn Crump-Caine	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent governance committee member Lynn Crump-Caine 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 impacts shareholder rights. A vote FOR the remaining director nominees is warranted.						
1.2	Elect Director Wesley S. McDonald	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Anna (Ania) M. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.10 percent of the fees paid to the auditor are for non-audit purposes.						

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Wingstop 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 some concerns are noted, 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/18/2023	Auto-Approved 04/18/2023		915	915
					Total Shares:	**915**	**915**

XPO, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** XPO **Proxy Level:** 3

Record Date: 03/31/2023 **Meeting Type:** Annual **Meeting ID:** 1746818

Primary Security ID: 983793100 **Primary CUSIP:** 983793100 **Primary ISIN:** US9837931008 **Primary SEDOL:** B6Z1355

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

Votable Shares: 60 ***Shares on Loan:** 0 **Shares Instructed:** 60 **Shares Voted:** 60

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brad Jacobs	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Jason Aiken	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Bella Allaire	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Wes Frye	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Mario Harik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Michael Jesselson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Allison Landry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Irene Moshouris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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XPO, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Johnny C. Taylor, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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. While the compensation committee sufficiently responded to last year's low say-on-pay vote, an unmitigated pay-for-performance misalignment is present for the year in review. First, concerns are raised regarding two highly paid executives, with the new CEO's pay and the executive chairman's compensation each outpacing the compensation of CEO peers. This is particularly concerning given above-median benchmarking concerns. Additionally, certain LTI awards maintained relatively short performance periods and concerns are raised regarding the structure of the CEO's promotion grant. Lastly, the company converted prior performance awards to RSUs in connection with the spin-off, resulting in significant value to NEOs without the achievement of performance criteria.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		60	60
			05/04/2023	05/04/2023			
					Total Shares:	**60**	**60**

Advanced Micro Devices, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** AMD **Proxy Level:** 3

Record Date: 03/22/2023 **Meeting Type:** Annual **Meeting ID:** 1738111

Primary Security ID: 007903107 **Primary CUSIP:** 007903107 **Primary ISIN:** US0079031078 **Primary SEDOL:** 2007849

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

Votable Shares: 583 ***Shares on Loan:** 0 **Shares Instructed:** 583 **Shares Voted:** 583

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Mark Durcan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Michael P. Gregoire	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Joseph A. Householder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director John W. Marren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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

Advanced Micro Devices, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Jon A. Olson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Lisa T. Su	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Abhi Y. Talwalkar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Elizabeth W. Vanderslice	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Approve 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 Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.88 percent of the fees paid to the auditor are for non-audit purposes.						
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 CEO pay and company performance are reasonably aligned at this time. Annual incentive performance targets were set above the prior year's results, resulting in below target payouts during the year in review, and half of the CEO's equity awards are conditioned on long-term financial performance metrics. Nevertheless, shareholders would benefit from increased disclosure of the forward-looking performance goals underlying the PRSUs.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		583	583
			04/27/2023	04/27/2023			
					Total Shares:	**583**	**583**

AT&T Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** T **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1738983

Primary Security ID: 00206R102 **Primary CUSIP:** 00206R102 **Primary ISIN:** US00206R1023 **Primary SEDOL:** 2831811

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

AT&T Inc.

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 11,552 ***Shares on Loan:** 0 **Shares Instructed:** 11,552 **Shares Voted:** 11,552

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott T. Ford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Glenn H. Hutchins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director William E. Kennard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Stephen J. Luczo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Michael B. McCallister	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Beth E. Mooney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Matthew K. Rose	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director John T. Stankey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Cynthia B. Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Luis A. Ubinas	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: 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: A vote FOR this item is warranted because only 14.16 percent of the fees paid to the auditor are for non-audit purposes.						
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 aligned for the year in review. Annual and long-term incentives are primarily performance-based and long-term incentives utilized multi-year performance periods. However, concerns remain related to the CEO's relatively high salary and life insurance perquisite. In addition, the company reduced the target for an annual incentive metric and did not include forward goals for performance equity awards, without disclosed rationale.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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AT&T Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Require Independent Board Chair	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.						
6	Commission Third Party Racial Equity Audit	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of the company's efforts to address the issue of civil rights for its stakeholders and its management of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		11,421	11,421
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		131	131
					Total Shares:	**11,552**	**11,552**

CDW Corporation

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** CDW **Proxy Level:** 3

Record Date: 03/22/2023 **Meeting Type:** Annual **Meeting ID:** 1741285

Primary Security ID: 12514G108 **Primary CUSIP:** 12514G108 **Primary ISIN:** US12514G1085 **Primary SEDOL:** BBM5MD6

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

Votable Shares: 706 ***Shares on Loan:** 0 **Shares Instructed:** 706 **Shares Voted:** 706

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Virginia C. Addicott	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director James A. Bell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Lynda M. Clarizio	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Anthony R. Foxx	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Marc E. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Christine A. Leahy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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CDW Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Sanjay Mehrotra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director David W. Nelms	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Joseph R. Swedish	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Donna F. Zarcone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 CEO pay and company performance are reasonably aligned at this time. Annual incentives are based entirely on objective financial performance and half of the long-term incentives are conditioned on long-term performance targets.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 12.17 percent of the fees paid to the auditor are for non-audit purposes.						
5	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted since it represents an enhancement to shareholder rights.						
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/28/2023	Auto-Approved 04/28/2023		706	706
					Total Shares:	**706**	**706**

Choice Hotels International, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** CHH **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1745978

Primary Security ID: 169905106 **Primary CUSIP:** 169905106 **Primary ISIN:** US1699051066 **Primary SEDOL:** 2106780

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Choice Hotels International, Inc.

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

Votable Shares: 101 ***Shares on Loan:** 0 **Shares Instructed:** 101 **Shares Voted:** 101

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian B. Bainum	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Stewart W. Bainum, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director William L. Jews	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Monte J.M. Koch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Liza K. Landsman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Patrick S. Pacious	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Ervin R. Shames	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Gordon A. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Maureen D. Sullivan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director John P. Tague	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Donna F. Vieira	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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 due to an unmitigated pay-for-performance misalignment. The sharp increase in CEO pay was primarily driven by sizable equity awards, majority which lack performance conditions. Also, the CEO is eligible to a relatively high target bonus opportunity. In addition, the following concerns are noted: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company s peers; - High CEO pay in relation to company peer group CEO median pay levels; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.						

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Choice Hotels International, 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
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/05/2023	Auto-Approved 05/05/2023		101	101
					Total Shares:	**101**	**101**

CVS Health Corporation

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** CVS **Proxy Level:** 4

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1741436

Primary Security ID: 126650100 **Primary CUSIP:** 126650100 **Primary ISIN:** US1266501006 **Primary SEDOL:** 2577609

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 2,298 ***Shares on Loan:** 0 **Shares Instructed:** 2,298 **Shares Voted:** 2,298

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jeffrey R. Balser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director C. David Brown, II	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Alecia A. DeCoudreaux	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Nancy-Ann M. DeParle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Roger N. Farah	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Anne M. Finucane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Edward J. Ludwig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Karen S. Lynch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Jean-Pierre Millon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Mary L. Schapiro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.10 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Adopt a Paid Sick Leave Policy	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because the requested report would provide shareholders with a better understanding of the company's policies and practices regarding employee health and well-being. Additionally, the implementation of this proposal would allow shareholders to better assess whether the company is adhering to its stated commitment to colleague health and its management of related risks.						
6	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 lower ownership threshold would provide for a more useful special meeting right for shareholders.						
7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The proposal language may result in a bylaw amendment that is both overly restrictive of the board's ability to amend the bylaws, and not necessarily in the interest of shareholders. Further, there does not appear to have been any problematic bylaw amendment unilaterally adopted by the board that would suggest that support for this proposal is warranted.						
8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. A third-party assessment would help shareholders better evaluate various allegations related to freedom of association and collective bargaining and the company's management of any associated risks.						

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CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
9	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted given that CVS discloses detailed requirements and procedures that directors must follow in order to join another private or public board, and there are no concerns with overboarding at CVS.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/12/2023	Auto-Approved 05/12/2023		2,197	2,197
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/12/2023	Auto-Approved 05/12/2023		101	101
					Total Shares:	**2,298**	**2,298**

DexCom, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** DXCM **Proxy Level:** 3

Record Date: 03/29/2023 **Meeting Type:** Annual **Meeting ID:** 1740983

Primary Security ID: 252131107 **Primary CUSIP:** 252131107 **Primary ISIN:** US2521311074 **Primary SEDOL:** B0796X4

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

Votable Shares: 7,129 ***Shares on Loan:** 0 **Shares Instructed:** 7,129 **Shares Voted:** 7,129

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven R. Altman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Richard A. Collins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Karen Dahut	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Mark G. Foletta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Barbara E. Kahn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Kyle Malady	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Eric J. Topol	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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DexCom, 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: A vote FOR this item is warranted because only 1.97 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual incentives are primarily based on pre-set financial goals, and equity awards are half-performance based.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Report on Median Gender/Racial Pay Gap	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the unadjusted median pay gap statistics that would allow them to assess the company's risks and opportunities pertaining to gender and racial pay equity.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		7,129	7,129
			05/05/2023	05/05/2023			
					Total Shares:	**7,129**	**7,129**

Euronet Worldwide, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** EEFT **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1741431

Primary Security ID: 298736109 **Primary CUSIP:** 298736109 **Primary ISIN:** US2987361092 **Primary SEDOL:** 2320148

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,151 ***Shares on Loan:** 0 **Shares Instructed:** 1,151 **Shares Voted:** 1,151

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ligia Torres Fentanes	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.2	Elect Director Andrzej Olechowski	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.21 percent of the fees paid to the auditor are for non-audit purposes.						

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Euronet Worldwide, 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	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; - High CEO pay in relation to company peer group CEO median pay levels; - The company has not disclosed any short- and long-term E&S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/05/2023	Auto-Approved 05/05/2023		71	71
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/05/2023	Auto-Approved 05/05/2023		1,080	1,080
					Total Shares:	**1,151**	**1,151**

Harley-Davidson, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** HOG **Proxy Level:** 3

Record Date: 03/24/2023 **Meeting Type:** Annual **Meeting ID:** 1740914

Primary Security ID: 412822108 **Primary CUSIP:** 412822108 **Primary ISIN:** US4128221086 **Primary SEDOL:** 2411053

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

Votable Shares: 307 ***Shares on Loan:** 0 **Shares Instructed:** 307 **Shares Voted:** 307

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Troy Alstead	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.						
1.2	Elect Director Jared D. Dourdeville	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Norman Thomas Linebarger, Jared Dourdeville, Sara Levinson, and Maryrose Sylvester due to inadequate responsiveness following last year's failed say-on-pay vote. A vote FOR the director nominees is warranted.						
1.3	Elect Director James D. Farley, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Allan Golston	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Harley-Davidson, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Sara L. Levinson	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Norman Thomas Linebarger, Jared Dourdeville, Sara Levinson, and Maryrose Sylvester due to inadequate responsiveness following last year's failed say-on-pay vote. A vote FOR the director nominees is warranted.						
1.6	Elect Director Norman Thomas Linebarger	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Norman Thomas Linebarger, Jared Dourdeville, Sara Levinson, and Maryrose Sylvester due to inadequate responsiveness following last year's failed say-on-pay vote. A vote FOR the director nominees is warranted.						
1.7	Elect Director Rafeh Masood	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Maryrose Sylvester	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Norman Thomas Linebarger, Jared Dourdeville, Sara Levinson, and Maryrose Sylvester due to inadequate responsiveness following last year's failed say-on-pay vote. A vote FOR the director nominees is warranted.						
1.9	Elect Director Jochen Zeitz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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 compensation committee did not demonstrate sufficient responsiveness to the failed say-on-pay vote in 2022. In addition, total CEO pay more than tripled year-over-year due to a special equity award. Although the grant was entirely performance-based, it is unclear if the grant is meant to cover multiple years of pay and the value is viewed as outsized. Furthermore, several concerns are noted in regard to the incentive plans, including a relatively high CEO base salary, a discretionary increase to the STI result, annual performance periods applied to regular LTI grants, and the potential for above-median benchmarking.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.39 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/04/2023	Auto-Approved 05/04/2023		307	307
					Total Shares:	**307**	**307**

Hasbro, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** HAS **Proxy Level:** 3

Record Date: 03/22/2023 **Meeting Type:** Annual **Meeting ID:** 1738494

Primary Security ID: 418056107 **Primary CUSIP:** 418056107 **Primary ISIN:** US4180561072 **Primary SEDOL:** 2414580

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Hasbro, Inc.

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

Votable Shares: 1,652 ***Shares on Loan:** 0 **Shares Instructed:** 1,652 **Shares Voted:** 1,652

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael R. Burns	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Hope F. Cochran	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Christian P. Cocks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Lisa Gersh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Elizabeth Hamren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Blake Jorgensen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Tracy A. Leinbach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Laurel J. Richie	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.9	Elect Director Richard S. Stoddart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Mary Beth West	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Linda Zecher Higgins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
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. Though forward-looking targets are not disclosed, equity awards are targeted to be half performance-conditioned and utilize multi-year performance periods. Annual incentives were primarily based on pre-set objective metrics, and the CEO chose not to receive a payout for the year under consideration due to poor company performance.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						

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Hasbro, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 13.82 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/05/2023	Auto-Approved 05/05/2023		1,652	1,652
					Total Shares:	**1,652**	**1,652**

Hilton Worldwide Holdings Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** HLT **Proxy Level:** 3

Record Date: 03/24/2023 **Meeting Type:** Annual **Meeting ID:** 1740594

Primary Security ID: 43300A203 **Primary CUSIP:** 43300A203 **Primary ISIN:** US43300A2033 **Primary SEDOL:** BYVMW06

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 569 ***Shares on Loan:** 0 **Shares Instructed:** 569 **Shares Voted:** 569

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	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jonathan D. Gray	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Charlene T. Begley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Chris Carr	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Raymond E. Mabus, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Judith A. McHale	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Elizabeth A. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Hilton Worldwide Holdings Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Douglas M. Steenland	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: 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: A vote FOR this item is warranted because only 4.13 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual incentives are entirely based on pre-set performance metrics, and half of long-term incentive awards are tied to objective performance conditions.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/28/2023	Auto-Approved 04/28/2023		376	376
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/28/2023	Auto-Approved 04/28/2023		193	193
					Total Shares:	**569**	**569**

Host Hotels & Resorts, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** HST **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1739952

Primary Security ID: 44107P104 **Primary CUSIP:** 44107P104 **Primary ISIN:** US44107P1049 **Primary SEDOL:** 2567503

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

Votable Shares: 9,367 ***Shares on Loan:** 0 **Shares Instructed:** 9,367 **Shares Voted:** 9,367

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
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Herman E. Bulls	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Diana M. Laing	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Richard E. Marriott	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Mary Hogan Preusse	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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Host Hotels & Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Walter C. Rakowich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director James F. Risoleo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Gordon H. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director A. William Stein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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. Annual incentives are primarily linked to pre-set financial metrics and long-term incentives are primarily performance-based and utilize a multiyear performance period, although the TSR performance shares merely target median performance.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		9,367	9,367
			05/03/2023	05/03/2023			
					Total Shares:	**9,367**	**9,367**

Lear Corporation

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** LEA **Proxy Level:** 3

Record Date: 03/24/2023 **Meeting Type:** Annual **Meeting ID:** 1739246

Primary Security ID: 521865204 **Primary CUSIP:** 521865204 **Primary ISIN:** US5218652049 **Primary SEDOL:** B570P91

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

Votable Shares: 997 ***Shares on Loan:** 0 **Shares Instructed:** 997 **Shares Voted:** 997

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mei-Wei Cheng	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Lear Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Jonathan F. Foster	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Bradley M. Halverson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Mary Lou Jepsen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Roger A. Krone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Patricia L. Lewis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kathleen A. Ligocki	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Conrad L. Mallett, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Raymond E. Scott	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Gregory C. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 21.00 percent of the fees paid to the auditor are for non-audit purposes.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		997	997

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Lear Corporation

Total Shares:	**997**	**997**

Lennox International Inc.

Meeting Date: 05/18/2023	**Country:** USA	**Ticker:** LII	**Proxy Level:** 3
Record Date: 03/28/2023	**Meeting Type:** Annual	**Meeting ID:** 1740806	
Primary Security ID: 526107107	**Primary CUSIP:** 526107107	**Primary ISIN:** US5261071071	**Primary SEDOL:** 2442053
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 60	***Shares on Loan:** 0	**Shares Instructed:** 60	**Shares Voted:** 60

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janet K. Cooper	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director John W. Norris, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Karen H. Quintos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Shane D. Wall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/03/2023	Auto-Approved 05/03/2023		60	60
				Total Shares:		**60**	**60**

NextEra Energy, Inc.

Meeting Date: 05/18/2023	**Country:** USA	**Ticker:** NEE	**Proxy Level:** 4
Record Date: 03/22/2023	**Meeting Type:** Annual	**Meeting ID:** 1739798	
Primary Security ID: 65339F101	**Primary CUSIP:** 65339F101	**Primary ISIN:** US65339F1012	**Primary SEDOL:** 2328915

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

NextEra Energy, Inc.

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

Votable Shares: 3,175 ***Shares on Loan:** 0 **Shares Instructed:** 3,175 **Shares Voted:** 3,175

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Sherry S. Barrat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director James L. Camaren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Kenneth B. Dunn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Naren K. Gursahaney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kirk S. Hachigian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director John W. Ketchum	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Amy B. Lane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director David L. Porges	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Deborah "Dev" Stahlkopf	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director John A. Stall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Darryl L. Wilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 11.83 percent of the fees paid to the auditor are for non-audit purposes.						
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. Equity awards are largely performance-conditioned, with the majority using multi-year performance periods with disclosed forward-looking targets. Additionally, annual incentives were primarily based on pre-set financial and operational goals.						

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NextEra Energy, 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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Disclose Board Skills and Diversity Matrix	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted. A board matrix would enhance transparency and would provide shareholders with a better tool to assess the quality of NextEra's board and to evaluate its director nominees.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/05/2023	Auto-Approved 05/05/2023		3,175	3,175
					Total Shares:	**3,175**	**3,175**

NovaGold Resources, Inc.

Meeting Date: 05/18/2023 **Country:** Canada **Ticker:** NG **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1714803

Primary Security ID: 66987E206 **Primary CUSIP:** 66987E206 **Primary ISIN:** CA66987E2069 **Primary SEDOL:** 2135450

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

Votable Shares: 1,714 ***Shares on Loan:** 0 **Shares Instructed:** 1,714 **Shares Voted:** 1,714

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elaine Dorward-King	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Diane Garrett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Thomas Kaplan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Hume Kyle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Gregory Lang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kalidas Madhavpeddi	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.						
1g	Elect Director Kevin McArthur	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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NovaGold Resources, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Daniel Muniz Quintanilla	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Ethan Schutt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Anthony Walsh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Dawn Whittaker	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.						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
3	Amend Stock Option 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.						
4	Amend Performance Share Unit 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.						
5	Amend Deferred Share Unit Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Although the plan reserves additional shares for issuance, the proposal does not result in shareholder value transfer given that grants of common shares would be in lieu of director fees on a value for value basis. Paying directors a portion of their compensation in stock would align their interests with those of shareholders.						
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A cautionary vote FOR this proposal is warranted given that the pay-for-performance misalignment is only somewhat mitigated at this time. Cash incentives are entirely performance-based and equity awards are targeted to be half performance-based, with vesting capped at target when absolute TSR is negative. However, concerns are raised with the practice of targeting all pay components significantly above the median of its peers, resulting in relatively high CEO pay. In addition, PSUs target merely median performance.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,714	1,714
			05/01/2023	05/01/2023			
					Total Shares:	**1,714**	**1,714**

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O'Reilly Automotive, Inc.

Meeting Date: 05/18/2023	**Country:** USA	**Ticker:** ORLY	**Proxy Level:** 3
Record Date: 03/09/2023	**Meeting Type:** Annual	**Meeting ID:** 1738130	
Primary Security ID: 67103H107	**Primary CUSIP:** 67103H107	**Primary ISIN:** US67103H1077	**Primary SEDOL:** B65LWX6
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 90	***Shares on Loan:** 0	**Shares Instructed:** 90	**Shares Voted:** 90

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David O'Reilly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Larry O'Reilly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Greg Henslee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Jay D. Burchfield	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Thomas T. Hendrickson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director John R. Murphy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Dana M. Perlman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Maria A. Sastre	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Andrea M. Weiss	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Fred Whitfield	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: After a review of the company's compensation program and practices, it is determined that pay and performance are reasonably aligned at this time; therefore, a vote FOR this proposal is warranted. That being said, equity awards are entirely time-vesting for the CEO. In this case, however, the CEO's LTI grant value is modest and not considered excessive, mitigating concerns.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.70 percent of the fees paid to the auditor are for non-audit purposes.						

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O'Reilly Automotive, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Require Independent Board Chair	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/10/2023	Auto-Approved 05/10/2023		90	90
					Total Shares:	**90**	**90**

Otis Worldwide Corporation

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** OTIS **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1741023

Primary Security ID: 68902V107 **Primary CUSIP:** 68902V107 **Primary ISIN:** US68902V1070 **Primary SEDOL:** BK531S8

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

Votable Shares: 259 ***Shares on Loan:** 0 **Shares Instructed:** 259 **Shares Voted:** 259

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey H. Black	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Nelda J. Connors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Kathy Hopinkah Hannan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Shailesh G. Jejurikar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Christopher J. Kearney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Judith F. Marks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Harold W. McGraw, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Margaret M. V. Preston	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Otis Worldwide Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Shelley Stewart, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director John H. Walker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and - High CEO pay in relation to company peer group CEO median pay levels.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 12.69 percent of the fees paid to the auditor are for non-audit purposes.						
4	Require Independent Board Chair	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/05/2023	Auto-Approved 05/05/2023		259	259
					Total Shares:	**259**	**259**

Rayonier Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** RYN **Proxy Level:** 3

Record Date: 03/17/2023 **Meeting Type:** Annual **Meeting ID:** 1740230

Primary Security ID: 754907103 **Primary CUSIP:** 754907103 **Primary ISIN:** US7549071030 **Primary SEDOL:** 2473138

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

Votable Shares: 4,547 ***Shares on Loan:** 0 **Shares Instructed:** 4,547 **Shares Voted:** 4,547

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dod A. Fraser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Keith E. Bass	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Gregg A. Gonsalves	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Rayonier Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Scott R. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director V. Larkin Martin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Meridee A. Moore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Ann C. Nelson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director David L. Nunes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Matthew J. Rivers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Andrew G. Wiltshire	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Approve 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.						
5	Ratify Ernst & Young, LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.37 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2023	Auto-Approved 04/25/2023		4,547	4,547
					Total Shares:	**4,547**	**4,547**

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Repligen Corporation

Meeting Date: 05/18/2023	**Country:** USA	**Ticker:** RGEN	**Proxy Level:** 3
Record Date: 03/20/2023	**Meeting Type:** Annual	**Meeting ID:** 1742592	
Primary Security ID: 759916109	**Primary CUSIP:** 759916109	**Primary ISIN:** US7599161095	**Primary SEDOL:** 2731654
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 457	***Shares on Loan:** 0	**Shares Instructed:** 457	**Shares Voted:** 457

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tony J. Hunt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Karen A. Dawes	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Nicolas M. Barthelemy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Carrie Eglinton Manner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Konstantin Konstantinov	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Martin D. Madaus	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Rohin Mhatre	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Glenn P. Muir	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.54 percent of the fees paid to the auditor are for non-audit purposes.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Permit Board to Amend Bylaws Without Shareholder Consent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: As this proposal would allow the board to amend the bylaws while preserving shareholders concurrent ability to do so, a vote FOR this proposal is warranted.						

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Repligen Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Provide Proxy Access Right	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this bylaw amendment is warranted as approval of this item would ensure that the company adopts proxy access on market standard terms that would enhance shareholders' rights.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/05/2023	Auto-Approved 05/05/2023		457	457
					Total Shares:	**457**	**457**

Starwood Property Trust, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** STWD **Proxy Level:** 3

Record Date: 02/28/2023 **Meeting Type:** Annual **Meeting ID:** 1734148

Primary Security ID: 85571B105 **Primary CUSIP:** 85571B105 **Primary ISIN:** US85571B1052 **Primary SEDOL:** B3PQ520

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

Votable Shares: 496 ***Shares on Loan:** 0 **Shares Instructed:** 496 **Shares Voted:** 496

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard D. Bronson	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.						
1.2	Elect Director Jeffrey G. Dishner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Camille J. Douglas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Deborah L. Harmon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Solomon J. Kumin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Fred Perpall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Fred S. Ridley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Barry S. Sternlicht	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.						

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Starwood Property Trust, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Strauss Zelnick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. While many EMIs do not provide sufficient disclosure for shareholders to assess the say-on-pay proposal, the company provides information on the magnitude of pay, breakdown of fixed/variable compensation, and performance metrics used to determine incentive pay. This disclosure lends greater transparency and enables shareholders to make a reasonable assessment of executive pay.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.99 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/28/2023	Auto-Approved 04/28/2023		496	496
					Total Shares:	**496**	**496**

Synchrony Financial

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** SYF **Proxy Level:** 3

Record Date: 03/23/2023 **Meeting Type:** Annual **Meeting ID:** 1739324

Primary Security ID: 87165B103 **Primary CUSIP:** 87165B103 **Primary ISIN:** US87165B1035 **Primary SEDOL:** BP96PS6

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

Votable Shares: 1,299 ***Shares on Loan:** 0 **Shares Instructed:** 1,299 **Shares Voted:** 1,299

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Doubles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Fernando Aguirre	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Paget L. Alves	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Kamila Chytil	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Synchrony Financial

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Arthur W. Coviello, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Roy A. Guthrie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Jeffrey G. Naylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director P.W. "Bill" Parker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Laurel J. Richie	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Ellen M. Zane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. CEO Doubles' target total direct compensation increased significantly, year-over-year. However, pay remained in alignment with performance for the year in review, and both annual and long-term incentives were sufficiently performance-based.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/06/2023	Auto-Approved 05/06/2023		1,299	1,299
					Total Shares:	**1,299**	**1,299**

Telephone and Data Systems, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** TDS **Proxy Level:** 3

Record Date: 03/22/2023 **Meeting Type:** Annual **Meeting ID:** 1740110

Primary Security ID: 879433829 **Primary CUSIP:** 879433829 **Primary ISIN:** US8794338298 **Primary SEDOL:** B6YR5K3

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

Votable Shares: 167 ***Shares on Loan:** 0 **Shares Instructed:** 167 **Shares Voted:** 167

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Clarence A. Davis	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						

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Telephone and Data Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director George W. Off	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
1.3	Elect Director Wade Oosterman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
1.4	Elect Director Dirk S. Woessner	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
3	Approve Non-Employee Director Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The shareholder value transfer appears to be within a reasonable range; and - The equity burn rate is reasonable.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
6	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as providing that all shares have an equal, one vote per share would promote accountability to shareholders and is a standard practice of good corporate governance.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		167	167
					Total Shares:	**167**	**167**

The Charles Schwab Corporation

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** SCHW **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1737631

Primary Security ID: 808513105 **Primary CUSIP:** 808513105 **Primary ISIN:** US8085131055 **Primary SEDOL:** 2779397

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The Charles Schwab Corporation

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

Votable Shares: 1,218 ***Shares on Loan:** 0 **Shares Instructed:** 1,218 **Shares Voted:** 1,218

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Frank C. Herringer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Gerri K. Martin-Flickinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Todd M. Ricketts	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Carolyn Schwab-Pomerantz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; - The company maintains a modified single trigger change-in-control agreement provision; and - The company maintains an auto-accelerated equity vesting change-in-control provision.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Report on Gender/Racial Pay Gap	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's initiatives to encourage diversity, inclusion, and non-discriminatory treatment.						
6	Report on Risks Related to Discrimination Against Individuals Including Political Views	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its commitment to not discriminate, and there are no significant controversies related to refusal of service.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/04/2023	Auto-Approved 05/04/2023		1,218	1,218
					Total Shares:	**1,218**	**1,218**

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The Charles Schwab Corporation

The Home Depot, Inc.

Meeting Date: 05/18/2023	**Country:** USA	**Ticker:** HD	**Proxy Level:** 3
Record Date: 03/20/2023	**Meeting Type:** Annual	**Meeting ID:** 1738852	
Primary Security ID: 437076102	**Primary CUSIP:** 437076102	**Primary ISIN:** US4370761029	**Primary SEDOL:** 2434209
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 826	***Shares on Loan:** 0	**Shares Instructed:** 826	**Shares Voted:** 826

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Ari Bousbib	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Jeffery H. Boyd	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director J. Frank Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Albert P. Carey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Edward P. Decker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Linda R. Gooden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Wayne M. Hewett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Manuel Kadre	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1k	Elect Director Stephanie C. Linnartz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Paula Santilli	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Caryn Seidman-Becker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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The Home Depot, 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: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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 CEO pay and company performance are reasonably aligned at this time. Annual incentive awards are based entirely on objective financial performance metrics and the majority of long-term incentives are conditioned on clearly disclosed performance goals.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that a reduction in the ownership threshold would provide a more meaningful written consent right for shareholders.						
6	Require Independent Board Chair	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.						
7	Report on Political Expenditures Congruence	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.						
8	Rescind 2022 Racial Equity Audit Proposal	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted as it is contrary to principles of corporate governance practices that encourage companies to be responsive to shareholder proposals that are supported by a large percentage of the company's shareholders who voted at the annual meeting.						
9	Encourage Senior Management Commitment to Avoid Political Speech	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Especially given the fact that there are no well-known controversies related to senior executives political speech, such micromanaging of senior executives speech is not necessary.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		826	826
					Total Shares:	**826**	**826**

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Union Pacific Corporation

Meeting Date: 05/18/2023	**Country:** USA	**Ticker:** UNP	**Proxy Level:** 3
Record Date: 03/17/2023	**Meeting Type:** Annual	**Meeting ID:** 1740236	
Primary Security ID: 907818108	**Primary CUSIP:** 907818108	**Primary ISIN:** US9078181081	**Primary SEDOL:** 2914734
	Total Ballots: 2	**Voting Policy:** UUA	
Votable Shares: 161	***Shares on Loan:** 0	**Shares Instructed:** 161	**Shares Voted:** 161

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. DeLaney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director David B. Dillon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Sheri H. Edison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Teresa M. Finley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Lance M. Fritz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Deborah C. Hopkins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Jane H. Lute	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Michael R. McCarthy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Jose H. Villarreal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Christopher J. Williams	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.44 percent of the fees paid to the auditor are for non-audit purposes.						
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 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Union Pacific Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Require Independent Board Chair	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.						
6	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The proposal language may result in a bylaw amendment that is both overly restrictive of the board's ability to amend the bylaws, and not necessarily in the interest of shareholders. Further, there does not appear to have been any problematic bylaw amendment unilaterally adopted by the board that would suggest that support for this proposal is warranted.						
7	Adopt a Paid Sick Leave Policy	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as it should enhance the company's current commitments to colleague health and well-being. Adoption of the resolution would also provide shareholders with additional assurance of the company's management and oversight of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/10/2023	Auto-Approved 05/10/2023		136	136
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/10/2023	Auto-Approved 05/10/2023		25	25
					Total Shares:	**161**	**161**

US Foods Holding Corp.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** USFD **Proxy Level:** 3

Record Date: 03/21/2023 **Meeting Type:** Annual **Meeting ID:** 1739990

Primary Security ID: 912008109 **Primary CUSIP:** 912008109 **Primary ISIN:** US9120081099 **Primary SEDOL:** BYVFC94

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

Votable Shares: 1,618 ***Shares on Loan:** 0 **Shares Instructed:** 1,618 **Shares Voted:** 1,618

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl A. Bachelder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director James J. Barber, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Robert M. Dutkowsky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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US Foods Holding Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Scott D. Ferguson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director David E. Flitman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Marla Gottschalk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Sunil Gupta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Carl Andrew Pforzheimer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Quentin Roach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director David M. Tehle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director David A. Toy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Ann E. Ziegler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.						
5	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	Mgmt	Yes	For	For	For	For
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.73 percent of the fees paid to the auditor are for non-audit purposes.						

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

US Foods Holding Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Limit Accelerated Vesting of Equity Awards Upon a Change in Control	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as a policy requiring pro-rata vesting upon a change in control would further align the interests of executives with those of shareholders.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		1,618	1,618
					Total Shares:	**1,618**	**1,618**

Vornado Realty Trust

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** VNO **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1741448

Primary Security ID: 929042109 **Primary CUSIP:** 929042109 **Primary ISIN:** US9290421091 **Primary SEDOL:** 2933632

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

Votable Shares: 271 ***Shares on Loan:** 0 **Shares Instructed:** 271 **Shares Voted:** 271

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven Roth	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Candace K. Beinecke	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.						
1.3	Elect Director Michael D. Fascitelli	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.						
1.4	Elect Director Beatrice Hamza Bassey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director William W. Helman, IV	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director David M. Mandelbaum	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Raymond J. McGuire	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.						
1.8	Elect Director Mandakini Puri	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Vornado Realty Trust

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Daniel R. Tisch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Russell B. Wight, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 22.76 percent of the fees paid to the auditor are for non-audit purposes.						
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 due to an unmitigated pay-for-performance misalignment. There are continuing concerns regarding the annual bonus and LTI structure. Although bonus pool funding is largely formulaic, payouts are discretionarily determined and the proxy lacks key disclosures, such as per-metric weightings, pre-set threshold/target/maximum goals and, for the CEO, a target payout opportunity. Concerns over discretionary determinations are exacerbated as the CEO's STI payout nearly doubled year-over-year amid sharply negative TSR and generally poor earnings performance. Moreover, half of performance-conditioned equity utilizes relative metrics which merely target the median and the remaining half is primarily earned based on annual performance. The fact that closing-cycle awards continue to be forfeited due to company performance does not sufficiently mitigate these structural concerns.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 cost is excessive. - The estimated duration of available and proposed shares exceeds six years. - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary). - The plan allows broad discretion to accelerate vesting.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/04/2023	Auto-Approved 05/04/2023		271	271
					Total Shares:	**271**	**271**

Xylem Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** XYL **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1738985

Primary Security ID: 98419M100 **Primary CUSIP:** 98419M100 **Primary ISIN:** US98419M1009 **Primary SEDOL:** B3P2CN8

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

Xylem Inc.

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

Votable Shares: 236 ***Shares on Loan:** 0 **Shares Instructed:** 236 **Shares Voted:** 236

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	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Patrick K. Decker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Earl R. Ellis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Robert F. Friel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Victoria D. Harker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Steven R. Loranger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Mark D. Morelli	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Jerome A. Peribere	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Lila Tretikov	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Uday Yadav	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.20 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.						
4	Require Independent Board Chair	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Xylem Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		236	236
					Total Shares:	**236**	**236**

Yum! Brands, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** YUM **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1741449

Primary Security ID: 988498101 **Primary CUSIP:** 988498101 **Primary ISIN:** US9884981013 **Primary SEDOL:** 2098876

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

Votable Shares: 180 ***Shares on Loan:** 0 **Shares Instructed:** 180 **Shares Voted:** 180

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paget L. Alves	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Keith Barr	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Christopher M. Connor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Brian C. Cornell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Tanya L. Domier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director David W. Gibbs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Mirian M. Graddick-Weir	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Thomas C. Nelson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director P. Justin Skala	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Annie Young-Scrivner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Yum! Brands, 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: A vote FOR this item is warranted because only 2.96 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. In response to a low say-on-pay vote result, the compensation committee engaged with shareholders and disclosed specific feedback received, then made certain commitments surrounding one-time awards to address these concerns. While pay and performance appear reasonably aligned for the year in review, there is some continuing concern regarding the STI structure and goal rigor, which warrants continued close monitoring. Although a portion of the STI utilizes certain objective financial metrics, payouts can be increased significantly based on an individual performance multiplier, and certain STI targets were set below the prior year's results, which resulted in above-target payouts. However, total CEO pay declined significantly for the year in review, and the company targets half of equity awards as multi-year performance shares, with clearly disclosed forward-looking goal disclosure. In addition, payouts for closing cycle PSUs appear to be in-line with company performance.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Report on Efforts to Reduce Plastic Use	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to reduce its plastics use by shifting away from single-use packaging more aggressively would allow shareholders to better assess the company's related risk management.						
6	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 direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.						
7	Report on Civil Rights and Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company's current policies and disclosures provide adequate information for shareholders to determine whether its employee programs and training materials are having a reverse discrimination effect.						
8	Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.						
9	Report on Paid Sick Leave	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because the requested report would provide shareholders with a better understanding of the company's policies and practices regarding employee health and well-being. Additionally, the implementation of this proposal would allow shareholders to better assess whether the company is adhering to its stated commitment to colleague health and its management of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		180	180
					Total Shares:	**180**	**180**

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Yum! Brands, Inc.

Zoetis Inc.

Meeting Date: 05/18/2023	**Country:** USA	**Ticker:** ZTS	**Proxy Level:** 3
Record Date: 03/24/2023	**Meeting Type:** Annual	**Meeting ID:** 1740757	
Primary Security ID: 98978V103	**Primary CUSIP:** 98978V103	**Primary ISIN:** US98978V1035	**Primary SEDOL:** B95WG16
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 271	***Shares on Loan:** 0	**Shares Instructed:** 271	**Shares Voted:** 271

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul M. Bisaro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Vanessa Broadhurst	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Frank A. D'Amelio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Michael B. McCallister	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Gregory Norden	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Louise M. Parent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kristin C. Peck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Robert W. Scully	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 10.53 percent of the fees paid to the auditor are for non-audit purposes.						
4	Provide Right 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 special meetings would improve shareholder rights. Approval of this proposal would result in the immediate provision of the right to call special meetings with a 25 percent ownership threshold. The shareholder proposal in Item 5 requests a special meeting right with a more reasonable 10 percent ownership threshold, which shareholders should also support.						

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Zoetis Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Yes	Against	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. This shareholder proposal includes a 10 percent ownership threshold which shareholders may view as a more reasonable threshold than the 25 percent threshold proposed by the board in Item 4. This proposal would also represent an improvement to shareholder rights, as shareholders do not currently have the right to call special meetings.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/05/2023	Auto-Approved 05/05/2023		271	271
					Total Shares:	**271**	**271**

Amgen Inc.

Meeting Date: 05/19/2023 **Country:** USA **Ticker:** AMGN **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1740969

Primary Security ID: 031162100 **Primary CUSIP:** 031162100 **Primary ISIN:** US0311621009 **Primary SEDOL:** 2023607

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

Votable Shares: 132 ***Shares on Loan:** 0 **Shares Instructed:** 132 **Shares Voted:** 132

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	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Robert A. Bradway	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Michael V. Drake	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Brian J. Druker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Robert A. Eckert	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Greg C. Garland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Charles M. Holley, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director S. Omar Ishrak	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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Amgen Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Tyler Jacks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Ellen J. Kullman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1k	Elect Director Amy E. Miles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Ronald D. Sugar	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1m	Elect Director R. Sanders Williams	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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 an performance are reasonably aligned for the year in review. Although some concern exists that financial targets for the annual incentives were set below the prior year's targets and actual performance, annual incentives are predominantly tied to pre-set objective measures, and half of the equity awards are performance-conditioned.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		132	132
					Total Shares:	**132**	**132**

Ingredion Incorporated

Meeting Date: 05/19/2023 **Country:** USA **Ticker:** INGR **Proxy Level:** 3

Record Date: 03/22/2023 **Meeting Type:** Annual **Meeting ID:** 1740206

Primary Security ID: 457187102 **Primary CUSIP:** 457187102 **Primary ISIN:** US4571871023 **Primary SEDOL:** B7K24P7

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

Votable Shares: 192 ***Shares on Loan:** 0 **Shares Instructed:** 192 **Shares Voted:** 192

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David B. Fischer	Mgmt	Yes	For	For	For	For

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Ingredion Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Paul Hanrahan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Rhonda L. Jordan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Gregory B. Kenny	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Charles V. Magro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Victoria J. Reich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Catherine A. Suever	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Stephan B. Tanda	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Jorge A. Uribe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Patricia Verduin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Dwayne A. Wilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director James P. Zallie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

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

Ingredion Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as requiring federal securities litigation to be brought in federal court and litigation arising under Delaware corporate law to be brought in the Delaware Court of Chancery has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.						
6	Approve 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/24/2023	Auto-Approved 04/24/2023		192	192
					Total Shares:	**192**	**192**

Intercontinental Exchange, Inc.

Meeting Date: 05/19/2023 **Country:** USA **Ticker:** ICE **Proxy Level:** 3

Record Date: 03/21/2023 **Meeting Type:** Annual **Meeting ID:** 1738122

Primary Security ID: 45866F104 **Primary CUSIP:** 45866F104 **Primary ISIN:** US45866F1049 **Primary SEDOL:** BFSSDS9

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

Votable Shares: 1,258 ***Shares on Loan:** 0 **Shares Instructed:** 1,258 **Shares Voted:** 1,258

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Shantella E. Cooper	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Duriya M. Farooqui	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Mark F. Mulhern	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Thomas E. Noonan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Caroline L. Silver	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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

Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Jeffrey C. Sprecher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Judith A. Sprieser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Martha A. Tirinnanzi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. A majority of short- and long-term incentives are based on objective performance criteria, with performance targets set above corresponding targets and actual performance for the previous year. However, executives can receive target payouts of TSR-based PSUs for performance at the index median, which shareholders typically do not view as a particularly rigorous goal, and there does not appear to be a cap on payouts in the event that absolute TSR is negative.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Amend Right to Call Special Meeting	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company's requirement that a special meeting request be formally submitted by a record holder is commonplace, consistent with applicable rules and regulations, and not deemed to be problematic.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,258	1,258
			05/02/2023	05/02/2023			
					Total Shares:	**1,258**	**1,258**

LyondellBasell Industries N.V.

Meeting Date: 05/19/2023 **Country:** Netherlands **Ticker:** LYB **Proxy Level:** N/A

Record Date: 04/21/2023 **Meeting Type:** Annual **Meeting ID:** 1741579

Primary Security ID: N53745100 **Primary CUSIP:** N53745100 **Primary ISIN:** NL0009434992 **Primary SEDOL:** B3SPXZ3

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

LyondellBasell Industries N.V.

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

Votable Shares: 298 ***Shares on Loan:** 0 **Shares Instructed:** 298 **Shares Voted:** 298

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacques Aigrain	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Lincoln Benet	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Robin Buchanan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Anthony (Tony) Chase	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Robert (Bob) Dudley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Claire Farley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Rita Griffin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Michael Hanley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Virginia Kamsky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Albert Manifold	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Peter Vanacker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Approve Discharge of Directors	Mgmt	Yes	For	For	For	For
3	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
4	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.03 percent of the fees paid to the auditor are for non-audit purposes.						
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.03 percent of the fees paid to the auditor are for non-audit purposes.						

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LyondellBasell Industries N.V.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	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. Some concerns remain regarding the relative TSR metric for PSUs targeting median performance. Nonetheless, annual incentives are primarily linked to pre-set financial metrics and granted equity is half performance conditioned and uses multi-year performance periods.						
7	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	For
9	Approve Cancellation of Shares	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		298	298
					Total Shares:	**298**	**298**

Morgan Stanley

Meeting Date: 05/19/2023 **Country:** USA **Ticker:** MS **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1740726

Primary Security ID: 617446448 **Primary CUSIP:** 617446448 **Primary ISIN:** US6174464486 **Primary SEDOL:** 2262314

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 2,497 ***Shares on Loan:** 0 **Shares Instructed:** 2,497 **Shares Voted:** 2,497

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alistair Darling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director James P. Gorman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Robert H. Herz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Erika H. James	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Hironori Kamezawa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Shelley B. Leibowitz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Stephen J. Luczo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Jami Miscik	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Masato Miyachi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Dennis M. Nally	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Mary L. Schapiro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.10 percent of the fees paid to the auditor are for non-audit purposes.						
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. There is some continuing concern regarding the impact of discretion in determining NEO incentive pay (which includes cash bonuses), and the lack of key disclosures, such as specific target and maximum award opportunities, pre-set target goals, and individual metric weightings. Additionally, the disclosed pay levels for the CEO's broad target total pay range increased significantly, which warrants continued monitoring. However, there are mitigating factors identified. In particular, CEO pay and company performance are reasonably aligned. Additionally, financial metrics considered under the performance assessment were generally consistent and the decrease in performance-year incentive pay is directionally aligned with somewhat weaker company performance year-over-year. Further, the large majority of equity awards are based on clearly-disclosed multi-year goals, and the relative metric now targets outperformance. Continued close monitoring of pay program structure and outcomes is warranted. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of the incentive program structure in particular.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Morgan Stanley

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 lower ownership threshold would provide for a more useful special meeting right for shareholders.						
6	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because it would help shareholders better evaluate the company's management of climate risks from its lending and underwriting activities. Additionally, shareholders would benefit from a stronger alignment between the company's stated goals, its fossil fuel policy, and its actions regarding corporate responsibility.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		2,392	2,392
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		105	105
					Total Shares:	**2,497**	**2,497**

Power Integrations, Inc.

Meeting Date: 05/19/2023 **Country:** USA **Ticker:** POWI **Proxy Level:** 3

Record Date: 03/24/2023 **Meeting Type:** Annual **Meeting ID:** 1738092

Primary Security ID: 739276103 **Primary CUSIP:** 739276103 **Primary ISIN:** US7392761034 **Primary SEDOL:** 2133045

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

Votable Shares: 1,294 ***Shares on Loan:** 0 **Shares Instructed:** 1,294 **Shares Voted:** 1,294

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Wendy Arienzo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Balu Balakrishnan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Nicholas E. Brathwaite	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Anita Ganti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Nancy Gioia	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Power Integrations, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Balakrishnan S. Iyer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Ravi Vig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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.						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	None	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 10.27 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,294	1,294
			04/28/2023	04/28/2023			
					Total Shares:	**1,294**	**1,294**

Vontier Corporation

Meeting Date: 05/22/2023 **Country:** USA **Ticker:** VNT **Proxy Level:** 3

Record Date: 03/24/2023 **Meeting Type:** Annual **Meeting ID:** 1741253

Primary Security ID: 928881101 **Primary CUSIP:** 928881101 **Primary ISIN:** US9288811014 **Primary SEDOL:** BH4GV32

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

Votable Shares: 503 ***Shares on Loan:** 0 **Shares Instructed:** 503 **Shares Voted:** 503

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Christopher J. Klein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Maryrose Sylvester	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Vontier Corporation

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: A vote FOR this item is warranted because only 2.44 percent of the fees paid to the auditor are for non-audit purposes.						
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2023	Auto-Approved 04/25/2023		503	503
					Total Shares:	**503**	**503**

Alliant Energy Corporation

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** LNT **Proxy Level:** 3

Record Date: 03/22/2023 **Meeting Type:** Annual **Meeting ID:** 1739421

Primary Security ID: 018802108 **Primary CUSIP:** 018802108 **Primary ISIN:** US0188021085 **Primary SEDOL:** 2973821

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

Votable Shares: 1,280 ***Shares on Loan:** 0 **Shares Instructed:** 1,280 **Shares Voted:** 1,280

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephanie L. Cox	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Patrick E. Allen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Michael D. Garcia	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Susan D. Whiting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted as pay and performance are reasonably aligned at this time. Some concern is noted about a portion of the performance equity awards, which target median performance with no cap on awards in the event of negative absolute TSR. That being said, the long-term incentives are majority performance based, with all performance equity utilizing a multi-year performance period. Additionally, the annual incentive plan is predominately based on a pre-set financial metric.						

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

Alliant Energy Corporation

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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.56 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/10/2023	Auto-Approved 05/10/2023		1,280	1,280
					Total Shares:	**1,280**	**1,280**

APA Corporation

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** APA **Proxy Level:** 3

Record Date: 03/24/2023 **Meeting Type:** Annual **Meeting ID:** 1742391

Primary Security ID: 03743Q108 **Primary CUSIP:** 03743Q108 **Primary ISIN:** US03743Q1085 **Primary SEDOL:** BNNF1C1

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

Votable Shares: 1,175 ***Shares on Loan:** 0 **Shares Instructed:** 1,175 **Shares Voted:** 1,175

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Elect Director John J. Christmann, IV	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
3	Elect Director Juliet S. Ellis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
4	Elect Director Charles W. Hooper	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
5	Elect Director Chansoo Joung	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
6	Elect Director H. Lamar McKay	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
7	Elect Director Amy H. Nelson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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APA Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Elect Director Daniel W. Rabun	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
9	Elect Director Peter A. Ragauss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
10	Elect Director David L. Stover	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
11	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.68 percent of the fees paid to the auditor are for non-audit purposes.						
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.						
13	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
14	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		1,175	1,175
					Total Shares:	**1,175**	**1,175**

Array Technologies, Inc.

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** ARRY **Proxy Level:** 3

Record Date: 03/28/2023 **Meeting Type:** Annual **Meeting ID:** 1741912

Primary Security ID: 04271T100 **Primary CUSIP:** 04271T100 **Primary ISIN:** US04271T1007 **Primary SEDOL:** BLBLMD5

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

Votable Shares: 267 ***Shares on Loan:** 0 **Shares Instructed:** 267 **Shares Voted:** 267

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brad Forth	Mgmt	Yes	For	Withhold	Withhold	Withhold

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Array Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.WITHHOLD votes are warranted for Bradford (Brad) Forth for serving as a non-independent member of a key board committee and, as a governance committee member, 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 impacts shareholder rights. A vote FOR the remaining director nominees is warranted.						
1.2	Elect Director Kevin Hostetler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Gerrard Schmid	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						
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.						
4	Amend Certificate of Incorporation to Allow Exculpation of Officers as Permitted by Delaware Law	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		267	267
					Total Shares:	**267**	**267**

BioMarin Pharmaceutical Inc.

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** BMRN **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1742584

Primary Security ID: 09061G101 **Primary CUSIP:** 09061G101 **Primary ISIN:** US09061G1013 **Primary SEDOL:** 2437071

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

Votable Shares: 155 ***Shares on Loan:** 0 **Shares Instructed:** 155 **Shares Voted:** 155

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark J. Alles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Elizabeth McKee Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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BioMarin Pharmaceutical Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Jean-Jacques Bienaime	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Willard Dere	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.						
1.5	Elect Director Elaine J. Heron	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Maykin Ho	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.						
1.7	Elect Director Robert J. Hombach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director V. Bryan Lawlis	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.						
1.9	Elect Director Richard A. Meier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director David E.I. Pyott	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.						
1.11	Elect Director Dennis J. Slamon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.17 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; - The company maintains an auto-accelerated equity vesting change-in-control provision.						
5	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/02/2023	Auto-Approved 05/02/2023		155	155
					Total Shares:	**155**	**155**

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BioMarin Pharmaceutical Inc.

Boston Properties, Inc.

Meeting Date: 05/23/2023	**Country:** USA	**Ticker:** BXP	**Proxy Level:** 3
Record Date: 03/29/2023	**Meeting Type:** Annual	**Meeting ID:** 1743455	
Primary Security ID: 101121101	**Primary CUSIP:** 101121101	**Primary ISIN:** US1011211018	**Primary SEDOL:** 2019479
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 114	***Shares on Loan:** 0	**Shares Instructed:** 114	**Shares Voted:** 114

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kelly A. Ayotte	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Bruce W. Duncan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Carol B. Einiger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Diane J. Hoskins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Mary E. Kipp	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Joel I. Klein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Douglas T. Linde	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Matthew J. Lustig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Owen D. Thomas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director William H. Walton, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Derek Anthony (Tony) West	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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, but with caution. Some concerns persist with the significant weight of non-formulaic goals under the annual incentive program and goal rigor concerns under the LTI program. However, total CEO pay was flat year-over-year, LTI awards are at least half performance-based for all NEOs with clearly disclosed multi-year goals, and the quantitative annual incentive goals are clearly disclosed and appear rigorous. Moreover, performance LTI units have vested below target for the past three performance cycles, in alignment with the company's lagging shareholder returns. On balance, a pay-for-performance misalignment is mitigated for the year under review. However, given the concerns noted, future close monitoring is warranted, particularly with respect to incentive pay outcomes.						

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Boston Properties, 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		114	114
					Total Shares:	**114**	**114**

GoHealth, Inc.

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** GOCO **Proxy Level:** 3

Record Date: 03/28/2023 **Meeting Type:** Annual **Meeting ID:** 1742564

Primary Security ID: 38046W204 **Primary CUSIP:** 38046W204 **Primary ISIN:** US38046W2044 **Primary SEDOL:** BP5JF56

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

Votable Shares: 283 ***Shares on Loan:** 0 **Shares Instructed:** 283 **Shares Voted:** 283

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Clinton P. Jones	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.The nominee is non-independent and sits on a key committee.WITHHOLD votes are warranted for non-independent director nominees Clinton (Clint) Jones and Jeremy Gelber for following reasons:- 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 impacts shareholder rights;- failing to establish a board on which a majority of the directors are independent directors; and- for serving as non-independent members of certain key board committees.						
1.2	Elect Director Jeremy W. Gelber	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.The nominee is non-independent and sits on a key committee.WITHHOLD votes are warranted for non-independent director nominees Clinton (Clint) Jones and Jeremy Gelber for following reasons:- 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 impacts shareholder rights;- failing to establish a board on which a majority of the directors are independent directors; and- for serving as non-independent members of certain key board committees.						
1.3	Elect Director Karolina H. Hilu	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

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GoHealth, 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 the company's executive pay program does not raise significant concerns at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/09/2023	Auto-Approved 05/09/2023		283	283
					Total Shares:	**283**	**283**

Henry Schein, Inc.

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** HSIC **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1742232

Primary Security ID: 806407102 **Primary CUSIP:** 806407102 **Primary ISIN:** US8064071025 **Primary SEDOL:** 2416962

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

Votable Shares: 725 ***Shares on Loan:** 0 **Shares Instructed:** 725 **Shares Voted:** 725

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mohamad Ali	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Stanley M. Bergman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director James P. Breslawski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Deborah Derby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Joseph L. Herring	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kurt P. Kuehn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Philip A. Laskawy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Anne H. Margulies	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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Henry Schein, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Mark E. Mlotek	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Steven Paladino	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Carol Raphael	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Scott Serota	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Bradley T. Sheares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director Reed V. Tuckson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	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.						
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 CEO pay and company performance are reasonably aligned at this time. Following the prior year's relatively low say-on-pay support, the company reintroduced PSUs for FY22, and further increased the portion of PSUs granted to the CEO and other NEOs for FY23. Furthermore, while shareholders would benefit from increased disclosure of the forward-looking performance targets underlying the PSU grants, performance targets are disclosed retroactively and annual incentive awards remain based primarily on an objective financial performance metric.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Ratify BDO USA, LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.91 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/02/2023	Auto-Approved 05/02/2023		725	725
					Total Shares:	**725**	**725**

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Jamf Holding Corp.

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** JAMF **Proxy Level:** 3
Record Date: 03/30/2023 **Meeting Type:** Annual **Meeting ID:** 1743840
Primary Security ID: 47074L105 **Primary CUSIP:** 47074L105 **Primary ISIN:** US47074L1052 **Primary SEDOL:** BL9X5X4

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 518 ***Shares on Loan:** 0 **Shares Instructed:** 518 **Shares Voted:** 518

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andre Durand	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
1.2	Elect Director Kevin Klausmeyer	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
1.3	Elect Director Vina M. Leite	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.WITHHOLD votes are warranted for Governance Committee member Vina Leite given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.						
2	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.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/09/2023	Auto-Approved 05/09/2023		518	518
					Total Shares:	**518**	**518**

Merck & Co., Inc.

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** MRK **Proxy Level:** 3
Record Date: 03/24/2023 **Meeting Type:** Annual **Meeting ID:** 1738976
Primary Security ID: 58933Y105 **Primary CUSIP:** 58933Y105 **Primary ISIN:** US58933Y1055 **Primary SEDOL:** 2778844

Total Ballots: 2 **Voting Policy:** UUA
Votable Shares: 2,705 ***Shares on Loan:** 0 **Shares Instructed:** 2,705 **Shares Voted:** 2,705

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Mary Ellen Coe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Pamela J. Craig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Robert M. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Risa J. Lavizzo-Mourey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Stephen L. Mayo	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Paul B. Rothman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Christine E. Seidman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Inge G. Thulin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Kathy J. Warden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Peter C. Wendell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual incentives are largely based on pre-set financial measures and the majority of equity awards were performance based and utilized a multi-year measurement period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.70 percent of the fees paid to the auditor are for non-audit purposes.						

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Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Report on Risks Related to Operations in China	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company appears to provide shareholders with sufficient disclosure to assess its management of risks related to its operations in China and has policies in place that seem to address the human rights concerns raised by the proponent.						
6	Report on Access to COVID-19 Products	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company's management of related risks.						
7	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as it is unclear what control the company has over the disclosure practices of its trade associations.						
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anti-competitive practices.						
9	Publish a Congruency Report of Partnerships with Globalist Organizations	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure on the business-relevant aims of its various partnerships.						
10	Require Independent Board Chair	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/10/2023	Auto-Approved 05/10/2023		2,650	2,650
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/10/2023	Auto-Approved 05/10/2023		55	55
					Total Shares:	**2,705**	**2,705**

NiSource Inc.

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** NI **Proxy Level:** 3

Record Date: 03/29/2023 **Meeting Type:** Annual **Meeting ID:** 1743237

Primary Security ID: 65473P105 **Primary CUSIP:** 65473P105 **Primary ISIN:** US65473P1057 **Primary SEDOL:** 2645409

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

NiSource Inc.

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

Votable Shares: 717 ***Shares on Loan:** 0 **Shares Instructed:** 717 **Shares Voted:** 717

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter A. Altabef	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Sondra L. Barbour	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Theodore H. Bunting, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Eric L. Butler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Aristides S. Candris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Deborah A. Henretta	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Deborah A. P. Hersman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Michael E. Jesanis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director William D. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Kevin T. Kabat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Cassandra S. Lee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Lloyd M. Yates	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Though some concerns exist regarding the rigor of the LTI program, equity awards remain primarily performance-conditioned with multi-year performance periods, and annual incentives were largely based on pre-set financial metrics.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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NiSource Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	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 about the company's past use of shares.						
6	Require Independent Board Chair	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		717	717
					Total Shares:	**717**	**717**

Permian Resources Corp.

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** PR **Proxy Level:** 3

Record Date: 04/03/2023 **Meeting Type:** Annual **Meeting ID:** 1742591

Primary Security ID: 71424F105 **Primary CUSIP:** 71424F105 **Primary ISIN:** US71424F1057 **Primary SEDOL:** BQPCHB2

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

Votable Shares: 10,252 ***Shares on Loan:** 0 **Shares Instructed:** 10,252 **Shares Voted:** 10,252

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maire A. Baldwin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Aron Marquez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Robert M. Tichio	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted. Although pay is elevated for the year in review, the grant to the co-CEOs is entirely in performance-conditioned equity and intended to cover three years of equity. Concerns regarding target setting warrant continued monitoring, though the strong performance-based nature of the program mitigates concerns for the year in review.						

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Permian Resources Corp.

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 an 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 cost is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.40 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/10/2023	Auto-Approved 05/10/2023		10,252	10,252
					Total Shares:	**10,252**	**10,252**

Realty Income Corporation

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** O **Proxy Level:** 3

Record Date: 03/23/2023 **Meeting Type:** Annual **Meeting ID:** 1738093

Primary Security ID: 756109104 **Primary CUSIP:** 756109104 **Primary ISIN:** US7561091049 **Primary SEDOL:** 2724193

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

Votable Shares: 854 ***Shares on Loan:** 0 **Shares Instructed:** 854 **Shares Voted:** 854

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Priscilla Almodovar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jacqueline Brady	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director A. Larry Chapman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Reginald H. Gilyard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Mary Hogan Preusse	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Priya Cherian Huskins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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Realty Income Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Gerardo I. Lopez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Michael D. McKee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Gregory T. McLaughlin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Ronald L. Merriman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Sumit Roy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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. Equity awards are primarily performance-conditioned and performance shares use multi-year performance periods. Additionally, annual incentives were largely based on pre-set financial metrics.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/02/2023	Auto-Approved 05/02/2023		854	854
					Total Shares:	**854**	**854**

RXO, Inc.

Meeting Date: 05/23/2023	**Country:** USA	**Ticker:** RXO	**Proxy Level:** 3
Record Date: 03/29/2023	**Meeting Type:** Annual	**Meeting ID:** 1740979	
Primary Security ID: 74982T103	**Primary CUSIP:** 74982T103	**Primary ISIN:** US74982T1034	**Primary SEDOL:** BN6QSL9
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 60	***Shares on Loan:** 0	**Shares Instructed:** 60	**Shares Voted:** 60

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Drew Wilkerson	Mgmt	Yes	For	For	For	For

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RXO, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Stephen Renna	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Thomas Szlosek	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/09/2023	Auto-Approved 05/09/2023		60	60
					Total Shares:	**60**	**60**

Targa Resources Corp.

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** TRGP **Proxy Level:** 3

Record Date: 03/28/2023 **Meeting Type:** Annual **Meeting ID:** 1737118

Primary Security ID: 87612G101 **Primary CUSIP:** 87612G101 **Primary ISIN:** US87612G1013 **Primary SEDOL:** B55PZY3

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

Votable Shares: 192 ***Shares on Loan:** 0 **Shares Instructed:** 192 **Shares Voted:** 192

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul W. Chung	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Charles R. Crisp	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Laura C. Fulton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Targa Resources Corp.

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: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although some concerns are raised regarding the STI structure, 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Report on Efforts to Reduce Methane Emission Venting and Flaring in Supply Chain	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as an assessment of the company's policy options for reducing venting and flaring will allow shareholders to better determine the company s ability to mitigate risks and take advantage of opportunities related to lower methane emissions.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		192	192
					Total Shares:	**192**	**192**

The Allstate Corporation

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** ALL **Proxy Level:** 3

Record Date: 03/24/2023 **Meeting Type:** Annual **Meeting ID:** 1741911

Primary Security ID: 020002101 **Primary CUSIP:** 020002101 **Primary ISIN:** US0200021014 **Primary SEDOL:** 2019952

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

Votable Shares: 605 ***Shares on Loan:** 0 **Shares Instructed:** 605 **Shares Voted:** 605

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald E. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Kermit R. Crawford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Richard T. Hume	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Margaret M. Keane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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The Allstate Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Siddharth N. Mehta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jacques P. Perold	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Andrea Redmond	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Gregg M. Sherrill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Judith A. Sprieser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Monica Turner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Thomas J. Wilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		605	605
			04/28/2023	04/28/2023			
					Total Shares:	**605**	**605**

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Welltower Inc.

Meeting Date: 05/23/2023	**Country:** USA	**Ticker:** WELL	**Proxy Level:** 3
Record Date: 04/03/2023	**Meeting Type:** Annual	**Meeting ID:** 1742955	
Primary Security ID: 95040Q104	**Primary CUSIP:** 95040Q104	**Primary ISIN:** US95040Q1040	**Primary SEDOL:** BYVYHH4
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 726	***Shares on Loan:** 0	**Shares Instructed:** 726	**Shares Voted:** 726

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kenneth J. Bacon	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Karen B. DeSalvo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Philip L. Hawkins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Dennis G. Lopez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Shankh Mitra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Ade J. Patton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Diana W. Reid	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Sergio D. Rivera	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Johnese M. Spisso	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Kathryn M. Sullivan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.07 percent of the fees paid to the auditor are for non-audit purposes.						

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

Welltower 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 the proposal is warranted. Though financial metrics in the annual bonus program appear rigorous and qualitative metric disclosure has improved, disclosure of each metric's payout percentage is lacking. Furthermore, though all financial metrics in the annual bonus performed below target, the final payout still exceeded target due to the performance of the qualitative portion of the award. Concerns are also noted in the annual LTI; though a significant portion of LTI is in performance-conditioned equity that utilizes a multi-year performance period, relative TSR goals merely target median and the maximum vesting opportunity is relatively high, no relative TSR vesting cap is disclosed if absolute TSR is negative, and forward-looking goals for one metric are not disclosed. More concerningly, however, is with the existence of a special grant, which was granted one month after a special award granted in December 2022. Though the grant is entirely in multi-year performance equity with reasonably rigorous goals disclosed, the repeated use of special grants in close proximity is concerning, given the additive pay opportunities provided by off-cycle awards. Investors generally expect that special grants are infrequent.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		726	726
			05/09/2023	05/09/2023			
					Total Shares:	**726**	**726**

Advance Auto Parts, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** AAP **Proxy Level:** 3

Record Date: 03/30/2023 **Meeting Type:** Annual **Meeting ID:** 1741210

Primary Security ID: 00751Y106 **Primary CUSIP:** 00751Y106 **Primary ISIN:** US00751Y1064 **Primary SEDOL:** 2822019

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

Votable Shares: 86 ***Shares on Loan:** 0 **Shares Instructed:** 86 **Shares Voted:** 86

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carla J. Bailo	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director John F. Ferraro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Thomas R. Greco	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Joan M. Hilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Jeffrey J. Jones, II	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Advance Auto Parts, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Eugene I. Lee, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Douglas A. Pertz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Sherice R. Torres	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Arthur L. Valdez, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Approve 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	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and the number of shares reserved are reasonable, and the offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
7	Require Independent Board Chair	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		86	86
					Total Shares:	**86**	**86**

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Amazon.com, Inc.

Meeting Date: 05/24/2023	**Country:** USA	**Ticker:** AMZN	**Proxy Level:** 4
Record Date: 03/30/2023	**Meeting Type:** Annual	**Meeting ID:** 1743460	
Primary Security ID: 023135106	**Primary CUSIP:** 023135106	**Primary ISIN:** US0231351067	**Primary SEDOL:** 2000019
	Total Ballots: 2	**Voting Policy:** UUA	
Votable Shares: 8,092	***Shares on Loan:** 0	**Shares Instructed:** 8,092	**Shares Voted:** 8,092

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
	Voting Policy Rationale: 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.Votes AGAINST board chair Jeffrey Bezos 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.						
1b	Elect Director Andrew R. Jassy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Keith B. Alexander	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Edith W. Cooper	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. A vote FOR the remaining director nominees is warranted.						
1e	Elect Director Jamie S. Gorelick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Daniel P. Huttenlocher	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. A vote FOR the remaining director nominees is warranted.						
1g	Elect Director Judith A. McGrath	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. A vote FOR the remaining director nominees is warranted.						
1h	Elect Director Indra K. Nooyi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Jonathan J. Rubinstein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Patricia Q. Stonesifer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Wendell P. Weeks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ratification of Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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 last year's low say-on-pay vote, the compensation committee engaged with shareholders, disclosed specific feedback, and provided further details surrounding the company's compensation programs and long-term strategy. However, the company did not make material changes to the compensation program to address shareholder concerns. In addition, while CEO Jassy's pay declined following the prior year's mega promotion award, consisting only of base salary and certain perquisites, a review of the pay program reveals persistent concerning features. Specifically, compensation for other NEOs consisted primarily of time-vesting restricted shares, with incentive programs lacking objective performance metrics and quantified goals. In addition, the magnitude of an NEO's recent $41 million grant is concerning, as it comes only one year after he received an $81 million sign-on grant.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on evaluation of the proposed amendment, a vote FOR this proposal is warranted. The proposal is not requesting new shares; rather, the company is seeking approval solely for the purpose of satisfy shareholder approval requirements for making certain tax-qualified awards under the 1997 Plan to its French employees.						
6	Report on Climate Risk in Retirement Plan Options	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.						
7	Report on Customer Due Diligence	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.						
8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from greater transparency on the company's removal of products and content, particularly in light of mounting allegations of human rights related risks in global supply chains.						
9	Report on Government Take Down Requests	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as it is unclear what the feasibility of implementing the proposal may be. Moreover, disclosing the name and title of the official making a takedown request, especially if the official is in a sensitive and non-public national security or law enforcement role, may be unlawful and could harm the company's reputation.						
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more disclosure on whether and how the company considers human capital management and community relations issues related to the transition to a low-carbon economy as part of its climate strategy.						

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Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	Publish a Tax Transparency Report	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.						
12	Report on Climate Lobbying	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted at this time.						
13	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.						
14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure on the benefits of its diversity, equity, and inclusion efforts, and it is not standard industry practice for a company to disclose a detailed cost-benefit analysis of its diversity and inclusion efforts.						
15	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The proposal language may result in a bylaw amendment that is both overly restrictive of the board's ability to amend the bylaws, and not necessarily in the interest of shareholders. Further, there does not appear to have been any problematic bylaw amendment unilaterally adopted by the board that would suggest a need to impose the restrictions sought by this proposal.						
16	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.						
17	Consider Pay Disparity Between Executives and Other Employees	SH	Yes	Against	Against	For	For
	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; and- 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						
18	Report on Animal Welfare Standards	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from the additional disclosure on the company's current policies and auditing procedures pertaining to oversight on animal welfare throughout the supply chain.						
19	Establish a Public Policy Committee	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: By establishing a dedicated Public Policy Committee, the company will have a centralized device to continue, ensure, and promote its social and environmental policies and initiatives. The adoption of this resolution will also solidify the company s position among its peers as an industry leader in this area of environmental sustainability. As such, support FOR this proposal is warranted.						

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Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the company continues to face significant controversies related to the treatment of its employees and the proposal would give the board more options for nominating director candidates that it considers could help it in considering worker grievances, potentially reducing risks of reputational damage and protecting shareholder value in the long-term, but without being overly prescriptive. It is not asking for an employee representative on the board, but a policy to include hourly workers among the list of candidates the Nominating and Governance Committee considers for open board positions.						
21	Commission a Third Party Audit on Working Conditions	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure through third-party auditing on warehouse working conditions.						
22	Report on Efforts to Reduce Plastic Use	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.						
23	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/12/2023	Auto-Approved 05/12/2023		8,012	8,012
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/12/2023	Auto-Approved 05/12/2023		80	80
					Total Shares:	**8,092**	**8,092**

American Tower Corporation

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** AMT **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1742952

Primary Security ID: 03027X100 **Primary CUSIP:** 03027X100 **Primary ISIN:** US03027X1000 **Primary SEDOL:** B7FBFL2

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

Votable Shares: 600 ***Shares on Loan:** 0 **Shares Instructed:** 600 **Shares Voted:** 600

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bartlett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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American Tower Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Kelly C. Chambliss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Teresa H. Clarke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Raymond P. Dolan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Kenneth R. Frank	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Robert D. Hormats	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Grace D. Lieblein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Craig Macnab	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director JoAnn A. Reed	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Pamela D. A. Reeve	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Bruce L. Tanner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Samme L. Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.05 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual incentives were primarily based on pre-set financial metrics. Equity awards were largely performance-conditioned and performance shares were based on multi-year performance periods.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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American Tower Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		600	600
			05/10/2023	05/10/2023			
					Total Shares:	**600**	**600**

AvalonBay Communities, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** AVB **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1741475

Primary Security ID: 053484101 **Primary CUSIP:** 053484101 **Primary ISIN:** US0534841012 **Primary SEDOL:** 2131179

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

Votable Shares: 1,103 ***Shares on Loan:** 0 **Shares Instructed:** 1,103 **Shares Voted:** 1,103

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	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Terry S. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Ronald L. Havner, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Stephen P. Hills	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Christopher B. Howard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Richard J. Lieb	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Nnenna Lynch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Charles E. Mueller, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Timothy J. Naughton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Benjamin W. Schall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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AvalonBay Communities, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Susan Swanezy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director W. Edward Walter	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
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. Some concern is noted under the long-term program related to the rigor of goals. However, long-term incentives are entirely performance-based and measured over a multi-year period, and annual incentive were largely performance-conditioned.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 21.29 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		1,103	1,103
					Total Shares:	**1,103**	**1,103**

Avis Budget Group, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** CAR **Proxy Level:** 3

Record Date: 03/31/2023 **Meeting Type:** Annual **Meeting ID:** 1740205

Primary Security ID: 053774105 **Primary CUSIP:** 053774105 **Primary ISIN:** US0537741052 **Primary SEDOL:** B1CL8J2

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

Votable Shares: 48 ***Shares on Loan:** 0 **Shares Instructed:** 48 **Shares Voted:** 48

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bernardo Hees	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Jagdeep Pahwa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Anu Hariharan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST Audit Committee members Anu Hariharan, Lynn Krominga, and Glenn Lurie is warranted in light of the pledging of a significant amount of the company's common stock.						

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Avis Budget Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Lynn Krominga	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST Audit Committee members Anu Hariharan, Lynn Krominga, and Glenn Lurie is warranted in light of the pledging of a significant amount of the company's common stock.						
1.5	Elect Director Glenn Lurie	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST Audit Committee members Anu Hariharan, Lynn Krominga, and Glenn Lurie is warranted in light of the pledging of a significant amount of the company's common stock.						
1.6	Elect Director Karthik Sarma	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 22.87 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		48	48
					Total Shares:	**48**	**48**

BlackRock, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** BLK **Proxy Level:** 3

Record Date: 03/30/2023 **Meeting Type:** Annual **Meeting ID:** 1744531

Primary Security ID: 09247X101 **Primary CUSIP:** 09247X101 **Primary ISIN:** US09247X1019 **Primary SEDOL:** 2494504

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

Votable Shares: 12 ***Shares on Loan:** 0 **Shares Instructed:** 12 **Shares Voted:** 12

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bader M. Alsaad	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Pamela Daley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Laurence D. Fink	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director William E. Ford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Fabrizio Freda	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Murry S. Gerber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Margaret "Peggy" L. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Robert S. Kapito	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Cheryl D. Mills	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Gordon M. Nixon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Kristin C. Peck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Charles H. Robbins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Marco Antonio Slim Domit	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1n	Elect Director Hans E. Vestberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1o	Elect Director Susan L. Wagner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1p	Elect Director Mark Wilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There are ongoing concerns regarding the significant degree of committee discretion involved in total incentive pay determinations, which are based on the committee's assessment of numerous factors under three broad categories. The pay process lacks important disclosures, such as preset target goals, that are important for demonstrating a pay-for-performance linkage. However, there are mitigating factors identified. Importantly, the application of discretion has not resulted in a quantitative pay-for-performance misalignment for the year in review. In addition, the significant decrease in the CEO's performance year pay is directionally aligned with declined results in referenced financial metrics. Further, equity awards are predominantly performance-conditioned with disclosed multi-year goals. In balancing these factors, a cautionary vote FOR this proposal is warranted. Continued monitoring of incentive pay outcomes and related disclosures is warranted, and a quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of noted concerns.						

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BlackRock, 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.80 percent of the fees paid to the auditor are for non-audit purposes.						
5	Report on Third-Party Civil Rights Audit	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company s current policies and disclosures provide adequate information for shareholders to determine whether its employee programs and training materials are having a reverse discrimination effect.						
6	Report on Ability to Engineer Decarbonization in the Real Economy	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. While the company's clients have a wide range of preferred goals, the information requested in the report would complement and enhance the company's existing client engagement and clients' stewardship preferences that are focused on climate change.						
7	Report on Societal Impacts of Aerospace & Defense Industry ETF	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from the requested report by allowing them to better understand the company's management and oversight of potential ESG-related risks with respect to the production and development of aerospace and defense equipment and products.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		12	12
					Total Shares:	**12**	**12**

DENTSPLY SIRONA Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** XRAY **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1744218

Primary Security ID: 24906P109 **Primary CUSIP:** 24906P109 **Primary ISIN:** US24906P1093 **Primary SEDOL:** BYNPPC6

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

Votable Shares: 700 ***Shares on Loan:** 0 **Shares Instructed:** 700 **Shares Voted:** 700

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric K. Brandt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Simon D. Campion	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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DENTSPLY SIRONA Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Willie A. Deese	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Betsy D. Holden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Clyde R. Hosein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Harry M. Jansen Kraemer, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Gregory T. Lucier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Jonathan J. Mazelsky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Leslie F. Varon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Janet S. Vergis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Dorothea Wenzel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.02 percent of the fees paid to the auditor are for non-audit purposes.						
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 company granted several entirely time-based one-time equity awards during the year in review, including to the new CEO and it is not clear what percentage of the new CEO's FY23 equity award will be performance-conditioned. Furthermore, the compensation committee used its discretion to increase annual incentive payouts despite below threshold performance, although final payouts were still awarded well below target. Despite these concerns, previous PRSUs awards were not earned as performance was achieved below threshold and CEO pay and company performance are reasonably aligned during the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/03/2023	Auto-Approved 05/03/2023		700	700
					Total Shares:	**700**	**700**

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

DENTSPLY SIRONA Inc.

DuPont de Nemours, Inc.

Meeting Date: 05/24/2023	**Country:** USA	**Ticker:** DD	**Proxy Level:** 3
Record Date: 03/29/2023	**Meeting Type:** Annual	**Meeting ID:** 1741016	
Primary Security ID: 26614N102	**Primary CUSIP:** 26614N102	**Primary ISIN:** US26614N1028	**Primary SEDOL:** BK0VN47
	Total Ballots: 2	**Voting Policy:** UUA	
Votable Shares: 804	***Shares on Loan:** 0	**Shares Instructed:** 804	**Shares Voted:** 804

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy G. Brady	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Edward D. Breen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Ruby R. Chandy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Terrence R. Curtin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Alexander M. Cutler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Eleuthere I. du Pont	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kristina M. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Luther C. Kissam	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Frederick M. Lowery	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Raymond J. Milchovich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Deanna M. Mulligan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Steven M. Sterin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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DuPont de Nemours, 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	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
4	Require Independent Board Chair	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/10/2023	Auto-Approved 05/10/2023		747	747
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/10/2023	Auto-Approved 05/10/2023		57	57
					Total Shares:	**804**	**804**

Extra Space Storage Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** EXR **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1739548

Primary Security ID: 30225T102 **Primary CUSIP:** 30225T102 **Primary ISIN:** US30225T1025 **Primary SEDOL:** B02HWR9

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

Votable Shares: 179 ***Shares on Loan:** 0 **Shares Instructed:** 179 **Shares Voted:** 179

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth M. Woolley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Joseph D. Margolis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Roger B. Porter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Jennifer Blouin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Extra Space Storage Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Joseph J. Bonner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Gary L. Crittenden	Mgmt	Yes	For	For	Against	Against
	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.						
1.7	Elect Director Spencer F. Kirk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Diane Olmstead	Mgmt	Yes	For	For	Against	Against
	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.						
1.9	Elect Director Jefferson S. Shreve	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Julia Vander Ploeg	Mgmt	Yes	For	For	Against	Against
	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.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 37.13 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						
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 although some concerns exist. The annual incentive plan lacks clear disclosure for the unweighted management goals. Further, there are concerns regarding the vesting rigor of PSUs for median performance which shareholders should continue to monitor. Nevertheless, a majority of the equity awards are performance-conditioned and measured over a multi-year period, and annual incentives are based on pre-set objective goals.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		179	179
			05/10/2023	05/10/2023			
					Total Shares:	**179**	**179**

Fidelity National Information Services, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** FIS **Proxy Level:** 3

Record Date: 03/31/2023 **Meeting Type:** Annual **Meeting ID:** 1744256

Primary Security ID: 31620M106 **Primary CUSIP:** 31620M106 **Primary ISIN:** US31620M1062 **Primary SEDOL:** 2769796

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

Fidelity National Information Services, Inc.

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

Votable Shares: 844 ***Shares on Loan:** 0 **Shares Instructed:** 844 **Shares Voted:** 844

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee Adrean	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Ellen R. Alemany	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Mark D. Benjamin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Vijay G. D'Silva	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Stephanie L. Ferris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jeffrey A. Goldstein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Lisa A. Hook	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Kenneth T. Lamneck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Gary L. Lauer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Louise M. Parent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Brian T. Shea	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director James B. Stallings, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Following last year's low say-on-pay vote, the company contacted a substantial portion of its shareholders, disclosed specific details of engagement efforts, and made several meaningful changes to the compensation program to address concerns. In addition, annual incentives were entirely determined by pre-set financial metrics and long-term incentives were a majority performance conditioned. While some concern is raised by the FY22 PSUs' annual performance period, this concern is mitigated given the company's shift to a true multi-year performance period in FY23. Further, the newly appointed CEO's target compensation was set below her predecessor's, and below-target pay outcomes under both programs are generally aligned with company's financial and TSR performance. Given the recent CEO transition and significant pay program changes in FY23, continued close monitoring is warranted.						

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Fidelity National Information Services, 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 15.26 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/04/2023	Auto-Approved 05/04/2023		844	844
					Total Shares:	**844**	**844**

HF Sinclair Corporation

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** DINO **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1740984

Primary Security ID: 403949100 **Primary CUSIP:** 403949100 **Primary ISIN:** US4039491000 **Primary SEDOL:** BMZQ9C1

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

Votable Shares: 423 ***Shares on Loan:** 0 **Shares Instructed:** 423 **Shares Voted:** 423

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne-Marie N. Ainsworth	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Anna C. Catalano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Leldon E. Echols	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Manuel J. Fernandez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Timothy Go	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Rhoman J. Hardy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director R. Craig Knocke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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HF Sinclair Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Robert J. Kostelnik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director James H. Lee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Ross B. Matthews	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Franklin Myers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Norman J. Szydlowski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 13.00 percent of the fees paid to the auditor are for non-audit purposes.						
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 the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance the unaffiliated shareholders' ability to make use of the right.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		423	423
					Total Shares:	**423**	**423**

Kilroy Realty Corporation

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** KRC **Proxy Level:** 3

Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1744569

Primary Security ID: 49427F108 **Primary CUSIP:** 49427F108 **Primary ISIN:** US49427F1084 **Primary SEDOL:** 2495529

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

Kilroy Realty Corporation

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

Votable Shares: 920 ***Shares on Loan:** 0 **Shares Instructed:** 920 **Shares Voted:** 920

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John Kilroy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1b	Elect Director Edward F. Brennan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1c	Elect Director Jolie Hunt	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1d	Elect Director Scott S. Ingraham	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1e	Elect Director Louisa G. Ritter	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1f	Elect Director Gary R. Stevenson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1g	Elect Director Peter B. Stoneberg	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Following low support for last year's say-on-pay vote, the committee demonstrated adequate responsiveness to shareholder concerns by committing to frame future severance arrangements to align with peer practices. Nevertheless, an AGAINST vote is warranted as there is an unmitigated pay-for-performance misalignment underscored by significant concerns regarding the magnitude of the CEO's pay opportunities amid sustained underperformance, in addition to disclosure and rigor concerns. CEO Kilroy's relatively high base salary and target annual incentive contributed to sizable annual incentive award earned whereas the program lacks key disclosures, such as per-metric weightings and threshold/maximum goals, and individual payouts appear to be ultimately based on committee discretion. Moreover, performance equity awards are based on a primary metric that utilizes on a one-year performance period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		920	920

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Kilroy Realty Corporation

Total Shares:	920	920

Marathon Oil Corporation

Meeting Date: 05/24/2023	**Country:** USA	**Ticker:** MRO	**Proxy Level:** 3
Record Date: 03/27/2023	**Meeting Type:** Annual	**Meeting ID:** 1743169	
Primary Security ID: 565849106	**Primary CUSIP:** 565849106	**Primary ISIN:** US5658491064	**Primary SEDOL:** 2910970
	Total Ballots: 2	**Voting Policy:** UUA	
Votable Shares: 4,274	***Shares on Loan:** 0	**Shares Instructed:** 4,274	**Shares Voted:** 4,274

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chadwick C. Deaton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director M. Elise Hyland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Holli C. Ladhani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Mark A. McCollum	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Brent J. Smolik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Lee M. Tillman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Shawn D. Williams	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.27 percent of the fees paid to the auditor are for non-audit purposes.						
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. Although shareholders would benefit from enhanced disclosure in the annual incentive program, both the annual and long-term incentive awards appear sufficiently performance based, and pay outcomes were reasonably in line with performance for the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Marathon Oil Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/12/2023	Auto-Approved 05/12/2023		4,144	4,144
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/12/2023	Auto-Approved 05/12/2023		130	130
					Total Shares:	**4,274**	**4,274**

NXP Semiconductors N.V.

Meeting Date: 05/24/2023 **Country:** Netherlands **Ticker:** NXPI **Proxy Level:** N/A

Record Date: 04/26/2023 **Meeting Type:** Annual **Meeting ID:** 1740449

Primary Security ID: N6596X109 **Primary CUSIP:** N6596X109 **Primary ISIN:** NL0009538784 **Primary SEDOL:** B505PN7

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

Votable Shares: 92 ***Shares on Loan:** 0 **Shares Instructed:** 92 **Shares Voted:** 92

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because of the absence of concern with the company's audit procedures or its auditors.						
2	Approve Discharge of Board Members	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because of the absence of any information about significant and compelling controversies suggesting that the board is not fulfilling its fiduciary duties.						
3a	Reelect Kurt Sievers as Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
3b	Reelect Annette Clayton as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
3c	Reelect Anthony Foxx as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
3d	Reelect Chunyuan Gu as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
3e	Reelect Lena Olving as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
3f	Reelect Julie Southern as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3g	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
3h	Reelect Gregory Summe as Non-Executive Director	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
3i	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
3j	Reelect Moshe Gavrielov as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is warranted because the authority is in line with commonly used safeguards regarding volume and duration.						
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is warranted because the authority is in line with commonly used safeguards regarding volume and duration.						
6	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. This proposal would allow the company to repurchase up to 10 percent of issued share capital, for up to 110 percent of the share price prior to the repurchase. There are no particular concerns regarding shareholders' ability to participate in the buyback program, and no history of abuse of previous buyback authorities.						
7	Approve Cancellation of Ordinary Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is recommended as the cancellation of shares is in shareholders' interests.						
8	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
9	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 CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective financial performance metrics, and the majority of equity awards are based on multi-year performance.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/05/2023	Auto-Approved 05/05/2023		92	92
					Total Shares:	**92**	**92**

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NXP Semiconductors N.V.

ONEOK, Inc.

Meeting Date: 05/24/2023	**Country:** USA	**Ticker:** OKE	**Proxy Level:** 3
Record Date: 03/27/2023	**Meeting Type:** Annual	**Meeting ID:** 1739848	
Primary Security ID: 682680103	**Primary CUSIP:** 682680103	**Primary ISIN:** US6826801036	**Primary SEDOL:** 2130109
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 974	***Shares on Loan:** 0	**Shares Instructed:** 974	**Shares Voted:** 974

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian L. Derksen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Julie H. Edwards	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Mark W. Helderman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Randall J. Larson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Steven J. Malcolm	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Jim W. Mogg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Pattye L. Moore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Pierce H. Norton, II	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Eduardo A. Rodriguez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Gerald D. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.27 percent of the fees paid to the auditor are for non-audit purposes.						
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price is reasonable, the shares reserved is relatively conservative, and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.						

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ONEOK, Inc.

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 for the year under consideration. Some concerns exist regarding the rigor of the LTI program; however, equity awards are largely performance-conditioned with a multi-year performance period and forward-looking targets, and annual incentives were primarily based on pre-set objective metrics.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		974	974
			05/08/2023	05/08/2023			
					Total Shares:	**974**	**974**

PayPal Holdings, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** PYPL **Proxy Level:** 3

Record Date: 03/30/2023 **Meeting Type:** Annual **Meeting ID:** 1743924

Primary Security ID: 70450Y103 **Primary CUSIP:** 70450Y103 **Primary ISIN:** US70450Y1038 **Primary SEDOL:** BYW36M8

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

Votable Shares: 1,149 ***Shares on Loan:** 0 **Shares Instructed:** 1,149 **Shares Voted:** 1,149

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Jonathan Christodoro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director John J. Donahoe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director David W. Dorman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Belinda J. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Enrique Lores	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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PayPal Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Gail J. McGovern	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Deborah M. Messemer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director David M. Moffett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Ann M. Sarnoff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Daniel H. Schulman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Frank D. Yeary	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
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 CEO pay and company performance are reasonably aligned at this time. Annual incentive awards are conditioned primarily on objective financial performance metrics and the performance-based equity awards utilize a multi-year performance period,						
3	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.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Adopt a Policy on Services in Conflict Zones	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from enhanced disclosure relating to potential risks of operating in various global markets and its management and oversight of such risks.In addition, adoption of this proposal would serve to further enhance the company's management in addressing allegations of human rights issues including discrimination controversies and could serve to further safeguard shareholder value.						
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the potential risks and costs associated with the fulfilment of information requests for the enforcement of state laws related to reproductive rights would allow shareholders to assess how the company is managing such risks.						
7	Report on PayPal's Nondiscriminatory Provision of Financial Services - Withdrawn	SH	No				
8	Report on Ensuring Respect for Civil Liberties	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its anti-discrimination policies						

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PayPal Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
9	Adopt Majority Vote Standard for Director Elections	SH	Yes	Against	Against	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted. The scope of the proposal is unduly restrictive in that it does not provide the board an opportunity to address the underlying issue causing shareholders' dissatisfaction in lieu of the director's removal. Further, the board has already adopted a majority vote standard in uncontested director elections that reflects best market practice.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/12/2023	Auto-Approved 05/12/2023		1,149	1,149
					Total Shares:	**1,149**	**1,149**

Privia Health Group, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** PRVA **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1740653

Primary Security ID: 74276R102 **Primary CUSIP:** 74276R102 **Primary ISIN:** US74276R1023 **Primary SEDOL:** BMDP209

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

Votable Shares: 3,052 ***Shares on Loan:** 0 **Shares Instructed:** 3,052 **Shares Voted:** 3,052

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shawn Morris *Withdrawn Resolution*	Mgmt	No				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Jeff Bernstein	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for William (Bill) Sullivan for serving as a non-independent member of a key board committee.WITHHOLD votes are warranted for governance committee members David King, Jeff Bernstein, and Will Sherrill given that the board failed to remove, or subject to a sunset requirement, the pop-up classified board structure and supermajority vote requirements to amend the governing documents, each of which adversely impacts shareholder rights.						
1.3	Elect Director Nancy Cocozza	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director David King	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for William (Bill) Sullivan for serving as a non-independent member of a key board committee.WITHHOLD votes are warranted for governance committee members David King, Jeff Bernstein, and Will Sherrill given that the board failed to remove, or subject to a sunset requirement, the pop-up classified board structure and supermajority vote requirements to amend the governing documents, each of which adversely impacts shareholder rights.						
1.5	Elect Director Thomas McCarthy *Withdrawn Resolution*	Mgmt	No				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Privia Health Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Will Sherrill *Withdrawn Resolution*	Mgmt	No				
	Voting Policy Rationale: WITHHOLD votes are warranted for William (Bill) Sullivan for serving as a non-independent member of a key board committee.WITHHOLD votes are warranted for governance committee members David King, Jeff Bernstein, and Will Sherrill given that the board failed to remove, or subject to a sunset requirement, the pop-up classified board structure and supermajority vote requirements to amend the governing documents, each of which adversely impacts shareholder rights.						
1.7	Elect Director Bill Sullivan *Withdrawn Resolution*	Mgmt	No				
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.WITHHOLD votes are warranted for William (Bill) Sullivan for serving as a non-independent member of a key board committee.WITHHOLD votes are warranted for governance committee members David King, Jeff Bernstein, and Will Sherrill given that the board failed to remove, or subject to a sunset requirement, the pop-up classified board structure and supermajority vote requirements to amend the governing documents, each of which adversely impacts shareholder rights.						
1.8	Elect Director Patricia Maryland *Withdrawn Resolution*	Mgmt	No				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Jaewon Ryu *Withdrawn Resolution*	Mgmt	No				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/12/2023	Auto-Approved 05/12/2023		3,052	3,052
					Total Shares:	**3,052**	**3,052**

Reinsurance Group of America, Incorporated

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** RGA **Proxy Level:** 3

Record Date: 03/31/2023 **Meeting Type:** Annual **Meeting ID:** 1743591

Primary Security ID: 759351604 **Primary CUSIP:** 759351604 **Primary ISIN:** US7593516047 **Primary SEDOL:** 2731193

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

Votable Shares: 125 ***Shares on Loan:** 0 **Shares Instructed:** 125 **Shares Voted:** 125

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pina Albo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Reinsurance Group of America, Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Tony Cheng	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director John J. Gauthier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Patricia L. Guinn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Anna Manning	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Hazel M. McNeilage	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director George Nichols, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Stephen O'Hearn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Shundrawn Thomas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Khanh T. Tran	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Steven C. Van Wyk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/03/2023	Auto-Approved 05/03/2023		125	125

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Reinsurance Group of America, Incorporated

Total Shares:	125	125

Tandem Diabetes Care, Inc.

Meeting Date: 05/24/2023	**Country:** USA	**Ticker:** TNDM	**Proxy Level:** 3
Record Date: 03/28/2023	**Meeting Type:** Annual	**Meeting ID:** 1743240	
Primary Security ID: 875372203	**Primary CUSIP:** 875372203	**Primary ISIN:** US8753722037	**Primary SEDOL:** BF3W461
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 1,361	***Shares on Loan:** 0	**Shares Instructed:** 1,361	**Shares Voted:** 1,361

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kim D. Blickenstaff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Myoungil Cha	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Peyton R. Howell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Joao Paulo Falcao Malagueira	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Kathleen McGroddy-Goetz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director John F. Sheridan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Christopher J. Twomey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Approve 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	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	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Tandem Diabetes Care, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/28/2023	Auto-Approved 04/28/2023		1,361	1,361
					Total Shares:	**1,361**	**1,361**

The Southern Company

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** SO **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1744573

Primary Security ID: 842587107 **Primary CUSIP:** 842587107 **Primary ISIN:** US8425871071 **Primary SEDOL:** 2829601

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

Votable Shares: 2,545 ***Shares on Loan:** 0 **Shares Instructed:** 2,545 **Shares Voted:** 2,545

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janaki Akella	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Henry A. "Hal" Clark, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Anthony F. "Tony" Earley, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Thomas A. Fanning	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST Thomas A. Fanning, David J. Grain, and Dale E. Klein are warranted given the concerns raised regarding the company's management and oversight of climate related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1e	Elect Director David J. Grain	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.Votes AGAINST Thomas A. Fanning, David J. Grain, and Dale E. Klein are warranted given the concerns raised regarding the company's management and oversight of climate related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1f	Elect Director Colette D. Honorable	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Donald M. James	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director John D. Johns	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Dale E. Klein	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST Thomas A. Fanning, David J. Grain, and Dale E. Klein are warranted given the concerns raised regarding the company's management and oversight of climate related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						

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The Southern Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director David E. Meador	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Ernest J. Moniz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director William G. Smith, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Kristine L. Svinicki	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director Lizanne Thomas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1o	Elect Director Christopher C. Womack	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1p	Elect Director E. Jenner Wood, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 CEO pay and company performance are reasonably aligned at this time. A majority of the CEO's pay is conditioned on objective performance metrics and the equity awards are entirely performance conditioned.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.69 percent of the fees paid to the auditor are for non-audit purposes.						
5	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
6	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to keep trying to pass a management proposal to eliminate the supermajority requirements, in the event that Item 5 is not approved this year.						
7	Adopt Scope 3 GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from greater transparency on the company's targets to address its Scope 3 emissions, mitigating risks related to a transition to a lower-carbon energy system, and take advantage of growing opportunities.						

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The Southern Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Report on Feasibility of Net-Zero GHG Emissions	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted as the request runs contrary to guidance provided by internationally recognized organizations and frameworks, such as Intergovernmental Panel on Climate Change.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		2,545	2,545
					Total Shares:	**2,545**	**2,545**

The Travelers Companies, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** TRV **Proxy Level:** 3

Record Date: 03/28/2023 **Meeting Type:** Annual **Meeting ID:** 1741421

Primary Security ID: 89417E109 **Primary CUSIP:** 89417E109 **Primary ISIN:** US89417E1091 **Primary SEDOL:** 2769503

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

Votable Shares: 447 ***Shares on Loan:** 0 **Shares Instructed:** 447 **Shares Voted:** 447

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan L. Beller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Janet M. Dolan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Russell G. Golden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Patricia L. Higgins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director William J. Kane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Thomas B. Leonardi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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The Travelers Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Philip T. (Pete) Ruegger, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Rafael Santana	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Todd C. Schermerhorn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Alan D. Schnitzer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Laurie J. Thomsen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director Bridget van Kralingen	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.49 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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, with caution. Concerns continue to be raised by the heavy reliance on compensation committee discretion in determining annual incentive payouts and the lack of certain shareholder-friendly disclosures such as per-metric weightings and target pay opportunities. Investors increasingly prefer a more formulaic STI design with key disclosures that provide more transparency into the pay-for-performance linkage. However, there are mitigating factors for the year under review. Specifically, the use of discretion has not resulted in a quantitative pay-for-performance misalignment. Further, key financial metrics considered were consistent and the committee introduced a cap on the CEO's maximum bonus opportunity, which is positive. Moreover, equity awards are majority based on clearly-disclosed multi-year goals, and closing-cycle PSU vesting outcomes are in line with longer term company performance. Continued close monitoring of the STI structure and payouts is warranted. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of discretionary determinations and outcomes.						
5	Approve 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.						
6	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, because it would help shareholders better evaluate the company s management of climate risks from its underwriting, investment, and insurance activities.						

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The Travelers Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Adopt Time-Bound Policy to Phase Out Underwriting for New Fossil Fuel Exploration and Development	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because it would help shareholders better evaluate the company's management of climate risks from its lending and underwriting activities. Additionally, shareholders would benefit from a stronger alignment between the company's stated goals, its fossil fuel policy, and its actions regarding corporate responsibility.						
8	Oversee and Report on a Third-Party Racial Equity Audit	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Travelers efforts to address the issue of any inequality in its workforce and its management of related risks.						
9	Ensure Policies Do Not Support Police Violations of Civil Rights	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's policies and practices to ensure that its insurance products does not contribute to police brutality against minority populations would help shareholders assess management's oversight of related risks.						
10	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities - Withdrawn	SH	No				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		447	447
			05/11/2023	05/11/2023			
					Total Shares:	**447**	**447**

Thermo Fisher Scientific Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** TMO **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1741265

Primary Security ID: 883556102 **Primary CUSIP:** 883556102 **Primary ISIN:** US8835561023 **Primary SEDOL:** 2886907

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 731 ***Shares on Loan:** 0 **Shares Instructed:** 731 **Shares Voted:** 731

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Nelson J. Chai	Mgmt	Yes	For	For	Against	Against
	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.						

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Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Ruby R. Chandy	Mgmt	Yes	For	For	Against	Against
	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.						
1d	Elect Director C. Martin Harris	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Tyler Jacks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director R. Alexandra Keith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director James C. Mullen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Lars R. Sorensen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Debora L. Spar	Mgmt	Yes	For	For	Against	Against
	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.						
1j	Elect Director Scott M. Sperling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Dion J. Weisler	Mgmt	Yes	For	For	Against	Against
	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.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 25.12 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						
5	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.						
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and the number of shares reserved are reasonable, and the offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.						

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

Thermo Fisher Scientific Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/12/2023	Auto-Approved 05/12/2023		720	720
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/12/2023	Auto-Approved 05/12/2023		11	11
					Total Shares:	**731**	**731**

United Airlines Holdings, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** UAL **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1743884

Primary Security ID: 910047109 **Primary CUSIP:** 910047109 **Primary ISIN:** US9100471096 **Primary SEDOL:** B4QG225

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

Votable Shares: 622 ***Shares on Loan:** 0 **Shares Instructed:** 622 **Shares Voted:** 622

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carolyn Corvi	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1b	Elect Director Matthew Friend	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1c	Elect Director Barney Harford	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1d	Elect Director Michele J. Hooper	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1e	Elect Director Walter Isaacson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1f	Elect Director James A. C. Kennedy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1g	Elect Director J. Scott Kirby	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1h	Elect Director Edward M. Philip	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1i	Elect Director Edward L. Shapiro	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1j	Elect Director Laysha Ward	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						

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United Airlines Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director James M. Whitehurst	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.06 percent of the fees paid to the auditor are for non-audit purposes.						
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 were reasonably aligned for the year under consideration. Despite some concerns regarding the structure of the STI and LTI programs, equity awards were targeted to be half performance-conditioned and annual incentives were primarily based on pre-set operational and financial metrics.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	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.						
6	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Although the three-year average burn rate exceeds the Social Advisory Services Benchmark, the qualitative review of director compensation indicates that the director compensation program exhibits sufficient positive features that align the interests of directors and shareholders and mitigate risk.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		622	622
					Total Shares:	**622**	**622**

Xcel Energy Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** XEL **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1742575

Primary Security ID: 98389B100 **Primary CUSIP:** 98389B100 **Primary ISIN:** US98389B1008 **Primary SEDOL:** 2614807

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 962 ***Shares on Loan:** 0 **Shares Instructed:** 962 **Shares Voted:** 962

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Burkhart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Lynn Casey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Xcel Energy Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Bob Frenzel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Netha Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Patricia Kampling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director George Kehl	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Richard O'Brien	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Charles Pardee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Christopher Policinski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director James Prokopanko	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Kim Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Daniel Yohannes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Although some concerns remain regarding auto-accelerated equity vesting and STI plan disclosure, pay and performance are reasonably aligned at this time, and annual incentives and equity awards are primarily based on objective goals.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/09/2023	Auto-Approved 05/09/2023		832	832

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Xcel Energy Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		130	130
			05/09/2023	05/09/2023			
					Total Shares:	**962**	**962**

Affiliated Managers Group, Inc.

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** AMG **Proxy Level:** 3

Record Date: 04/03/2023 **Meeting Type:** Annual **Meeting ID:** 1744585

Primary Security ID: 008252108 **Primary CUSIP:** 008252108 **Primary ISIN:** US0082521081 **Primary SEDOL:** 2127899

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

Votable Shares: 1 ***Shares on Loan:** 0 **Shares Instructed:** 1 **Shares Voted:** 1

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Karen L. Alvingham	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Tracy A. Atkinson	Mgmt	Yes	For	For	Against	Against
	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.						
1c	Elect Director Dwight D. Churchill	Mgmt	Yes	For	For	Against	Against
	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.						
1d	Elect Director Jay C. Horgen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Reuben Jeffery, III	Mgmt	Yes	For	For	Against	Against
	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.						
1f	Elect Director Felix V. Matos Rodriguez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Tracy P. Palandjian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director David C. Ryan	Mgmt	Yes	For	For	Against	Against
	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.						

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Affiliated Managers Group, 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. While the incentive scorecard utilizes a relatively large number of metrics and threshold performance is not disclosed, these concerns are mitigated. Pay and performance are reasonably aligned at this time, short- and long-term incentives are primarily performance-based, and the performance period for half of PSUs was increased to five years.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 36.10 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1	1
			05/10/2023	05/10/2023			
					Total Shares:	**1**	**1**

AtriCure, Inc.

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** ATRC **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1741879

Primary Security ID: 04963C209 **Primary CUSIP:** 04963C209 **Primary ISIN:** US04963C2098 **Primary SEDOL:** B0C8KV2

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

Votable Shares: 1,704 ***Shares on Loan:** 0 **Shares Instructed:** 1,704 **Shares Voted:** 1,704

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael H. Carrel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Regina E. Groves	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director B. Kristine Johnson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Karen N. Prange	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Deborah H. Telman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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AtriCure, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Sven A. Wehrwein	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Robert S. White	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Maggie Yuen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Approve 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.						
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	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.						
5	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/25/2023	Auto-Approved 04/25/2023		1,704	1,704
					Total Shares:	**1,704**	**1,704**

Equinix, Inc.

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** EQIX **Proxy Level:** 3

Record Date: 03/30/2023 **Meeting Type:** Annual **Meeting ID:** 1743168

Primary Security ID: 29444U700 **Primary CUSIP:** 29444U700 **Primary ISIN:** US29444U7000 **Primary SEDOL:** BVLZX12

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

Votable Shares: 34 ***Shares on Loan:** 0 **Shares Instructed:** 34 **Shares Voted:** 34

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nanci Caldwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Equinix, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Adaire Fox-Martin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Ron Guerrier - Withdrawn	Mgmt	No				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Gary Hromadko	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Charles Meyers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Thomas Olinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Christopher Paisley	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Jeetu Patel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Sandra Rivera	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Fidelma Russo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Peter Van Camp	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal as pay and performance are reasonably aligned for the year in review. Annual and long-term incentives are primarily tied to financial performance, with a portion of the performance shares tied to TSR measured over a multi-year performance period. However, there are some concerns regarding the lack of TSR payout cap for negative returns, as well as the fact that the majority of performance-shares are based on the same metrics, goals and one-year performance period as the annual incentives.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this item is warranted given that the company recently enhanced its severance policies, ensuring that any future cash severance arrangements absent shareholder approval will be at a reasonable basis.						

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Equinix, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		34	34
			05/15/2023	05/15/2023			
					Total Shares:	**34**	**34**

IDEX Corporation

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** IEX **Proxy Level:** 3

Record Date: 03/28/2023 **Meeting Type:** Annual **Meeting ID:** 1739359

Primary Security ID: 45167R104 **Primary CUSIP:** 45167R104 **Primary ISIN:** US45167R1041 **Primary SEDOL:** 2456612

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

Votable Shares: 168 ***Shares on Loan:** 0 **Shares Instructed:** 168 **Shares Voted:** 168

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katrina L. Helmkamp	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Mark A. Beck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Carl R. Christenson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Alejandro Quiroz Centeno	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. There is some concern in the LTI plan where target awards may be earned for merely median TSR performance. However, annual incentives were largely based on pre-set financial measures and performance shares utilize a multi-year measurement period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 20.42 percent of the fees paid to the auditor are for non-audit purposes.						
5	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because additional information could help shareholders better understand how the company is assessing and managing the progress of its various diversity and inclusion initiatives.						

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

IDEX Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		168	168
			05/12/2023	05/12/2023			
					Total Shares:	**168**	**168**

Illumina, Inc.

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** ILMN **Proxy Level:** 6

Record Date: 04/03/2023 **Meeting Type:** Proxy Contest **Meeting ID:** 1746919

Primary Security ID: 452327109 **Primary CUSIP:** 452327109 **Primary ISIN:** US4523271090 **Primary SEDOL:** 2613990

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

Votable Shares: 502 ***Shares on Loan:** 0 **Shares Instructed:** 502 **Shares Voted:** 502

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt	No				
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt	No				
1A	Elect Management Nominee Director Frances Arnold	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1B	Elect Management Nominee Director Francis A. deSouza	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1C	Elect Management Nominee Director Caroline D. Dorsa	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1D	Elect Management Nominee Director Robert S. Epstein	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						

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Illumina, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1E	Elect Management Nominee Director Scott Gottlieb	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1F	Elect Management Nominee Director Gary S. Guthart	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1G	Elect Management Nominee Director Philip W. Schiller	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1H	Elect Management Nominee Director Susan E. Siegel	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1I	Elect Management Nominee Director John W. Thompson	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1J	Elect Dissident Nominee Director Vincent J. Intrieri	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1K	Elect Dissident Nominee Director Jesse A. Lynn	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						

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Illumina, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1L	Elect Dissident Nominee Director Andrew J. Teno	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Francis deSouza, Caroline Dorsa, Gary Guthart, and Susan Siegelare on the dissident (GOLD) card.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Francis deSouza, Caroline Dorsa, Gary Guthart, and Susan Siegelare on the dissident (GOLD) card.						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Francis deSouza, Caroline Dorsa, Gary Guthart, and Susan Siegelare on the dissident (GOLD) card.						
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Francis deSouza, Caroline Dorsa, Gary Guthart, and Susan Siegelare on the dissident (GOLD) card.						
	Dissident Universal Proxy (Gold Proxy Card)	Mgmt	No				
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt	No				
1.1	Elect Dissident Nominee Director Vincent J. Intrieri	SH	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						

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Illumina, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Dissident Nominee Director Jesse A. Lynn	SH	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1.3	Elect Dissident Nominee Director Andrew J. Teno	SH	Yes	For	For	For	For
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1.4	Elect Management Nominee Director Frances Arnold	Mgmt	Yes	None	For	For	For
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1.5	Elect Management Nominee Director Caroline D. Dorsa	Mgmt	Yes	None	For	For	For
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1.6	Elect Management Nominee Director Scott Gottlieb	Mgmt	Yes	None	For	For	For
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1.7	Elect Management Nominee Director Gary S. Guthart	Mgmt	Yes	None	For	For	For
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1.8	Elect Management Nominee Director Philip W. Schiller	Mgmt	Yes	None	For	For	For
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						

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Illumina, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Management Nominee Director Susan E. Siegel	Mgmt	Yes	None	For	For	For
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1.10	Elect Management Nominee Director Francis A. deSouza	Mgmt	Yes	Against	For	For	For
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1.11	Elect Management Nominee Director Robert S. Epstein	Mgmt	Yes	Against	For	For	For
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
1.12	Elect Management Nominee Director John W. Thompson	Mgmt	Yes	Against	Withhold	Withhold	Withhold
	Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.20 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Significant concerns are raised regarding the special, one-time stock options award made to the CEO. Specifically, the special awards do not carry performance vesting criteria, and these concerns are magnified by the size of the CEO's award, valued by the company at $12.5 million. Moreover, although the annual LTI is primarily linked to multi-year performance goals, the proxy does not disclose forward-looking EPS targets for the performance shares granted during the year under review, which prevents investors from fully assessing goal rigor.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Amend Omnibus Stock Plan	Mgmt	Yes	None	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Illumina, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/15/2023	Auto-Approved 05/15/2023		502	502
					Total Shares:	**502**	**502**

Jones Lang LaSalle Incorporated

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** JLL **Proxy Level:** 3

Record Date: 03/31/2023 **Meeting Type:** Annual **Meeting ID:** 1744272

Primary Security ID: 48020Q107 **Primary CUSIP:** 48020Q107 **Primary ISIN:** US48020Q1076 **Primary SEDOL:** 2040640

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

Votable Shares: 831 ***Shares on Loan:** 0 **Shares Instructed:** 831 **Shares Voted:** 831

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Matthew Carter, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Tina Ju	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Bridget Macaskill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Deborah H. McAneny	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Siddharth (Bobby) N. Mehta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Moses Ojeisekhoba	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Jeetendra (Jeetu) I. Patel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Ann Marie Petach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Larry Quinlan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Jones Lang LaSalle Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Efrain Rivera	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Christian Ulbrich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.81 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		831	831
					Total Shares:	**831**	**831**

McDonald's Corporation

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** MCD **Proxy Level:** 3
Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1744612
Primary Security ID: 580135101 **Primary CUSIP:** 580135101 **Primary ISIN:** US5801351017 **Primary SEDOL:** 2550707

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 1,057 ***Shares on Loan:** 0 **Shares Instructed:** 1,057 **Shares Voted:** 1,057

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Kareem Daniel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Lloyd Dean	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Catherine Engelbert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Margaret Georgiadis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Enrique Hernandez, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Christopher Kempczinski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Richard Lenny	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director John Mulligan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Jennifer Taubert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Paul Walsh	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1l	Elect Director Amy Weaver	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Miles White	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR the proposal is warranted, as CEO pay and company performance are reasonably aligned at this time. Furthermore, annual incentives and the majority of long-term incentives are sufficiently tied to objective performance goals, and payouts are consistent with recent performance.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because there are industry and regulatory trends to move towards antibiotic-free meat production as the science more clearly shows the routine use of antibiotics in food farms contributing to the global problem of antibiotic resistance.						

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McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as there are industry trends towards phasing out the use of antimicrobials in animal-related food production based on evidence that their routine use in food production contributes to the global problem of antibiotic resistance. Additionally, lack of compliance with WHO guidelines could potentially expose the company to both reputational and regulatory risks.						
7	Report on Risks Related to Operations in China	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: see screen note						
8	Report on Civil Rights and Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company s current policies and disclosures provide adequate information for shareholders to determine whether its employee programs and training materials are having a reverse discrimination effect.						
9	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 state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.						
10	Issue Transparency Report on Global Public Policy and Political Influence	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as increased global transparency and disclosure around its memberships in political organizations and lobbying expenditures, as well as the company's its management- and board-level oversight of spending would help shareholders evaluate the company's management of related risks and benefits.						
11	Report on Animal Welfare	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure on how the key is measuring animal welfare would allow shareholders to better be able to assess the effectiveness of the company's animal welfare efforts and management of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/15/2023	Auto-Approved 05/15/2023		1,057	1,057
					Total Shares:	**1,057**	**1,057**

Mohawk Industries, Inc.

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** MHK **Proxy Level:** 3
Record Date: 03/30/2023 **Meeting Type:** Annual **Meeting ID:** 1741329
Primary Security ID: 608190104 **Primary CUSIP:** 608190104 **Primary ISIN:** US6081901042 **Primary SEDOL:** 2598699

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Mohawk Industries, Inc.

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

Votable Shares: 246 ***Shares on Loan:** 0 **Shares Instructed:** 246 **Shares Voted:** 246

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Karen A. Smith Bogart	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.2	Elect Director Jeffrey S. Lorberbaum	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.11 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not disclosed any risk mitigators, such as a clawback policy, CEO stock ownership guidelines, or stock holding period requirements.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Oversee and Report a Racial Equity Audit	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Mohawk's efforts to address the issue of any inequality in its workforce and its management of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/12/2023	Auto-Approved 05/12/2023		246	246
					Total Shares:	**246**	**246**

Old Republic International Corporation

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** ORI **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1737768

Primary Security ID: 680223104 **Primary CUSIP:** 680223104 **Primary ISIN:** US6802231042 **Primary SEDOL:** 2659109

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

Votable Shares: 1,398 ***Shares on Loan:** 0 **Shares Instructed:** 1,398 **Shares Voted:** 1,398

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara A. Adachi	Mgmt	Yes	For	For	For	For

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Old Republic International Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Charles J. Kovaleski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Craig R. Smiddy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Fredricka Taubitz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		1,398	1,398
					Total Shares:	**1,398**	**1,398**

Pinterest, Inc.

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** PINS **Proxy Level:** 3

Record Date: 03/29/2023 **Meeting Type:** Annual **Meeting ID:** 1743224

Primary Security ID: 72352L106 **Primary CUSIP:** 72352L106 **Primary ISIN:** US72352L1061 **Primary SEDOL:** BJ2Z0H2

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

Votable Shares: 894 ***Shares on Loan:** 0 **Shares Instructed:** 894 **Shares Voted:** 894

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey Jordan	Mgmt	Yes	For	Against	Against	Against

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Pinterest, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST governance committee members Jeffrey (Jeff) Jordan and Jeremy Levine is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, the supermajority vote requirement to enact certain changes to the governing documents, and the dual-class capital structure, each of which adversely impacts shareholder rights						
1b	Elect Director Jeremy Levine	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST governance committee members Jeffrey (Jeff) Jordan and Jeremy Levine is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, the supermajority vote requirement to enact certain changes to the governing documents, and the dual-class capital structure, each of which adversely impacts shareholder rights						
1c	Elect Director Gokul Rajaram	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Marc Steinberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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 CEO received new-hire equity awards that represented over six times the median total pay of company-selected peer CEOs, based on the company's valuation. Given the magnitude of the awards, pay-for-performance concerns are heightened. The company relied only on time-based awards for the equity awards. Shareholders prefer for new-hire awards to predominantly consist of performance-conditioned equity and utilize a multi-year performance period with robust disclosure of goal targets. Further, the proxy does not indicate that the awards are intended to cover multiple years of pay. Additionally, a new NEO received a sizable, entirely time-based, RSU award.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 21.42 percent of the fees paid to the auditor are for non-audit purposes.						
4	Report on Prevention of Workplace Harassment and Discrimination	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure due to the ongoing scrutiny over the company's harassment and discrimination issues involving protected classes of employees. Increased transparency would help shareholders to fully assess how the company is managing associated risks.						
5	Report on Censorship	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure on government takedown requests and the rationale for its community standards guidelines.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/12/2023	Auto-Approved 05/12/2023		894	894
					Total Shares:	**894**	**894**

Ring Energy, Inc.

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** REI **Proxy Level:** 3

Record Date: 03/28/2023 **Meeting Type:** Annual **Meeting ID:** 1748080

Primary Security ID: 76680V108 **Primary CUSIP:** 76680V108 **Primary ISIN:** US76680V1089 **Primary SEDOL:** B1TGYD6

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Ring Energy, Inc.

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

Votable Shares: 2,122 ***Shares on Loan:** 0 **Shares Instructed:** 2,122 **Shares Voted:** 2,122

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roy I. Ben-Dor	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.2	Elect Director John A. Crum	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent director nominees Paul McKinney, Anthony Petrelli, John Crum, Richard Harris, Thomas Mitchell, Regina Roesener, and Clayton Woodrum for failure to address the majority withhold votes for director Roesener at last year's annual meeting.WITHHOLD votes are warranted for compensation committee members Anthony Petrelli, John Crum, Thomas Mitchell, and Clayton Woodrum for demonstrating only limited responsiveness to last year's failed say-on-pay vote.						
1.3	Elect Director David S. Habachy	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.4	Elect Director Richard E. Harris	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent director nominees Paul McKinney, Anthony Petrelli, John Crum, Richard Harris, Thomas Mitchell, Regina Roesener, and Clayton Woodrum for failure to address the majority withhold votes for director Roesener at last year's annual meeting.WITHHOLD votes are warranted for compensation committee members Anthony Petrelli, John Crum, Thomas Mitchell, and Clayton Woodrum for demonstrating only limited responsiveness to last year's failed say-on-pay vote.						
1.5	Elect Director Paul D. McKinney	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent director nominees Paul McKinney, Anthony Petrelli, John Crum, Richard Harris, Thomas Mitchell, Regina Roesener, and Clayton Woodrum for failure to address the majority withhold votes for director Roesener at last year's annual meeting.WITHHOLD votes are warranted for compensation committee members Anthony Petrelli, John Crum, Thomas Mitchell, and Clayton Woodrum for demonstrating only limited responsiveness to last year's failed say-on-pay vote.						
1.6	Elect Director Thomas L. Mitchell	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent director nominees Paul McKinney, Anthony Petrelli, John Crum, Richard Harris, Thomas Mitchell, Regina Roesener, and Clayton Woodrum for failure to address the majority withhold votes for director Roesener at last year's annual meeting.WITHHOLD votes are warranted for compensation committee members Anthony Petrelli, John Crum, Thomas Mitchell, and Clayton Woodrum for demonstrating only limited responsiveness to last year's failed say-on-pay vote.						
1.7	Elect Director Anthony B. Petrelli	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent director nominees Paul McKinney, Anthony Petrelli, John Crum, Richard Harris, Thomas Mitchell, Regina Roesener, and Clayton Woodrum for failure to address the majority withhold votes for director Roesener at last year's annual meeting.WITHHOLD votes are warranted for compensation committee members Anthony Petrelli, John Crum, Thomas Mitchell, and Clayton Woodrum for demonstrating only limited responsiveness to last year's failed say-on-pay vote.						
1.8	Elect Director Regina Roesener	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent director nominees Paul McKinney, Anthony Petrelli, John Crum, Richard Harris, Thomas Mitchell, Regina Roesener, and Clayton Woodrum for failure to address the majority withhold votes for director Roesener at last year's annual meeting.WITHHOLD votes are warranted for compensation committee members Anthony Petrelli, John Crum, Thomas Mitchell, and Clayton Woodrum for demonstrating only limited responsiveness to last year's failed say-on-pay vote.						

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Ring Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Clayton E. Woodrum	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent director nominees Paul McKinney, Anthony Petrelli, John Crum, Richard Harris, Thomas Mitchell, Regina Roesener, and Clayton Woodrum for failure to address the majority withhold votes for director Roesener at last year's annual meeting.WITHHOLD votes are warranted for compensation committee members Anthony Petrelli, John Crum, Thomas Mitchell, and Clayton Woodrum for demonstrating only limited responsiveness to last year's failed say-on-pay vote.						
2	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	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 about the company's past use of shares.						
3	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.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The pay-for-performance misalignment has been mitigated at this time given that short- and long-term incentives are primarily performance-based and there is a cap on payouts when absolute TSR is negative. However, a vote AGAINST this proposal is warranted given that the compensation committee demonstrated only limited responsiveness to shareholder concerns following last year's failed say-on-pay vote.						
5	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/12/2023	Auto-Approved 05/12/2023		2,122	2,122
					Total Shares:	**2,122**	**2,122**

Royal Gold, Inc.

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** RGLD **Proxy Level:** 3
Record Date: 03/31/2023 **Meeting Type:** Annual **Meeting ID:** 1741903
Primary Security ID: 780287108 **Primary CUSIP:** 780287108 **Primary ISIN:** US7802871084 **Primary SEDOL:** 2755706

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 995 ***Shares on Loan:** 0 **Shares Instructed:** 995 **Shares Voted:** 995

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fabiana Chubbs	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1b	Elect Director Kevin McArthur	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						

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Royal Gold, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Sybil Veenman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.71 percent of the fees paid to the auditor are for non-audit purposes.						
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		995	995
			05/15/2023	05/15/2023			
					Total Shares:	**995**	**995**

SBA Communications Corporation

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** SBAC **Proxy Level:** 3

Record Date: 03/24/2023 **Meeting Type:** Annual **Meeting ID:** 1743231

Primary Security ID: 78410G104 **Primary CUSIP:** 78410G104 **Primary ISIN:** US78410G1040 **Primary SEDOL:** BZ6TS23

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

Votable Shares: 126 ***Shares on Loan:** 0 **Shares Instructed:** 126 **Shares Voted:** 126

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven E. Bernstein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Laurie Bowen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Amy E. Wilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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SBA Communications Corporation

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: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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. Annual and long-term incentives are primarily performance-based with long-term awards utilizing multi-year performance periods. However, some concerns remain related to the degree of subjectivity applied in the annual incentives, as well as the median target and lack of payout cap for negative TSR results in the TSR PSUs.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/04/2023	Auto-Approved 05/04/2023		126	126
					Total Shares:	**126**	**126**

Sensata Technologies Holding Plc

Meeting Date: 05/25/2023 **Country:** United Kingdom **Ticker:** ST **Proxy Level:** N/A

Record Date: 03/30/2023 **Meeting Type:** Annual **Meeting ID:** 1743462

Primary Security ID: G8060N102 **Primary CUSIP:** G8060N102 **Primary ISIN:** GB00BFMBMT84 **Primary SEDOL:** BFMBMT8

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

Votable Shares: 2,589 ***Shares on Loan:** 0 **Shares Instructed:** 2,589 **Shares Voted:** 2,589

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrew C. Teich	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Jeffrey J. Cote	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director John P. Absmeier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Daniel L. Black	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Lorraine A. Bolsinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Sensata Technologies Holding Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Constance E. Skidmore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Steven A. Sonnenberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Martha N. Sullivan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Stephen M. Zide	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual incentives are based on pre-set objective goals. In addition, long-term incentives are primarily performance-based and utilize multi-year performance periods.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						
4	Approve Director Compensation Report	Mgmt	Yes	For	For	For	For
	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 with the U.S. say-on pay analysis. Accordingly, a vote FOR is warranted.						
5	Ratify Deloitte & Touche LLP as U.K. Statutory Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
7	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
8	Authorize Directed Share Repurchase Program	Mgmt	Yes	For	For	For	For
9	Authorize Issue of Equity	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is warranted as the share issuance request is limited to 20 percent of issued share capital.						
10	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is warranted as the share issuance request is limited to 20 percent of issued share capital.						
11	Authorize the Board of Directors to Allot Shares Under the Equity Incentive Plans	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted as these relate to the operation of the company's equity incentive plans for which support is considered warranted.						

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Sensata Technologies Holding Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
12	Authorize the Board of Directors to Allot Shares Under the Equity Incentive Plans without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted as these relate to the operation of the company's equity incentive plans for which support is considered warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/15/2023	Auto-Approved 05/15/2023		2,589	2,589
					Total Shares:	**2,589**	**2,589**

Teladoc Health, Inc.

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** TDOC **Proxy Level:** 4

Record Date: 03/31/2023 **Meeting Type:** Annual **Meeting ID:** 1742566

Primary Security ID: 87918A105 **Primary CUSIP:** 87918A105 **Primary ISIN:** US87918A1051 **Primary SEDOL:** BYQRFY1

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

Votable Shares: 100 ***Shares on Loan:** 0 **Shares Instructed:** 100 **Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Karen L. Daniel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Sandra L. Fenwick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Jason Gorevic	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Catherine A. Jacobson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Thomas G. McKinley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kenneth H. Paulus	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director David L. Shedlarz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Mark Douglas Smith	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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Teladoc Health, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director David B. Snow, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 cost is excessive; - The three-year average burn rate is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.						
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the purchase price is reasonable, the number of shares reserved is relatively conservative, and the offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.						
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.99 percent of the fees paid to the auditor are for non-audit purposes.						
6	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The proposal language may result in a bylaw amendment that is both overly restrictive of the board's ability to amend the bylaws, and not necessarily in the interest of shareholders. Further, there does not appear to have been any problematic bylaw amendment unilaterally adopted by the board that would suggest that support for this proposal is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/12/2023	Auto-Approved 05/12/2023		100	100
					Total Shares:	**100**	**100**

The Interpublic Group of Companies, Inc.

Meeting Date: 05/25/2023	**Country:** USA	**Ticker:** IPG	**Proxy Level:** 3
Record Date: 03/31/2023	**Meeting Type:** Annual	**Meeting ID:** 1741477	
Primary Security ID: 460690100	**Primary CUSIP:** 460690100	**Primary ISIN:** US4606901001	**Primary SEDOL:** 2466321

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The Interpublic Group of Companies, Inc.

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

Votable Shares: 1,840 ***Shares on Loan:** 0 **Shares Instructed:** 1,840 **Shares Voted:** 1,840

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jocelyn Carter-Miller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Mary J. Steele Guilfoile	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Dawn Hudson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Philippe Krakowsky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Jonathan F. Miller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.6	Elect Director Patrick Q. Moore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Linda S. Sanford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director David M. Thomas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director E. Lee Wyatt Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Pricewaterhousecoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.74 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual incentive awards are largely based on objective metrics and long-term awards are primarily performance-based, though there is some concern regarding the lack of forward disclosed target goals for long-term cash and equity grants.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Require Independent Board Chair	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.						

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The Interpublic Group of Companies, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,840	1,840
			05/12/2023	05/12/2023			
					Total Shares:	**1,840**	**1,840**

Unum Group

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** UNM **Proxy Level:** 3

Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1743542

Primary Security ID: 91529Y106 **Primary CUSIP:** 91529Y106 **Primary ISIN:** US91529Y1064 **Primary SEDOL:** 2433842

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

Votable Shares: 100 ***Shares on Loan:** 0 **Shares Instructed:** 100 **Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Theodore H. Bunting, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Susan L. Cross	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Susan D. DeVore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Cynthia L. Egan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kevin T. Kabat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Timothy F. Keaney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Gale V. King	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Gloria C. Larson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Richard P. McKenney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Unum Group

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Ronald P. O'Hanley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 no significant concerns were identified and pay and performance are reasonably aligned at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.15 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/04/2023	Auto-Approved 05/04/2023		100	100
					Total Shares:	**100**	**100**

Voya Financial, Inc.

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** VOYA **Proxy Level:** 3
Record Date: 03/29/2023 **Meeting Type:** Annual **Meeting ID:** 1742559
Primary Security ID: 929089100 **Primary CUSIP:** 929089100 **Primary ISIN:** US9290891004 **Primary SEDOL:** BKWQ2N2

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 632 ***Shares on Loan:** 0 **Shares Instructed:** 632 **Shares Voted:** 632

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lynne Biggar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Stephen Bowman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Yvette S. Butler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Jane P. Chwick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Kathleen DeRose	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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Voya Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Hikmet Ersek	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Ruth Ann M. Gillis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Heather Lavallee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Aylwin B. Lewis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Rodney O. Martin, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Joseph V. Tripodi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director David Zwiener	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. In FY22, the CEO received one-time equity awards, the large majority of which are based on achieving stock price goals. While a supplemental filing clarifies the stock price goals must be sustained for 30 days, the structure may nevertheless result in vesting for relatively short spikes in stock price without requiring long-term sustained share price appreciation, and proxy statement disclosure concerning the awards is limited. Additionally, there are concerns surrounding the regular pay program structure. While annual incentives are primarily based on objective financial metrics, there are concerns about the disclosure related to the strategic initiatives component and the targets for the financial metrics, which were set below last year's achieved performance without a corresponding pay reduction. A majority of long-term incentives are based on multi-year performance goals and another supplemental filing discloses a vesting cap on the relative TSR component if absolute TSR is negative; however, forward-looking PSU goals are not disclosed and the closing-cycle relative TSR metric targets merely the median.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.13 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/10/2023	Auto-Approved 05/10/2023		632	632
					Total Shares:	**632**	**632**

White Mountains Insurance Group, Ltd.

Meeting Date: 05/25/2023 **Country:** Bermuda **Ticker:** WTM **Proxy Level:** N/A

Record Date: 04/03/2023 **Meeting Type:** Annual **Meeting ID:** 1740202

Primary Security ID: G9618E107 **Primary CUSIP:** G9618E107 **Primary ISIN:** BMG9618E1075 **Primary SEDOL:** 2339252

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White Mountains Insurance Group, Ltd.

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

Votable Shares: 30 ***Shares on Loan:** 0 **Shares Instructed:** 30 **Shares Voted:** 30

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director G. Manning Rountree	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Mary C. Choksi	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Weston M. Hicks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Steven M. Yi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 11.54 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/10/2023	Auto-Approved 05/10/2023		30	30
					Total Shares:	**30**	**30**

Wintrust Financial Corporation

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** WTFC **Proxy Level:** 3

Record Date: 03/30/2023 **Meeting Type:** Annual **Meeting ID:** 1740989

Primary Security ID: 97650W108 **Primary CUSIP:** 97650W108 **Primary ISIN:** US97650W1080 **Primary SEDOL:** 2425258

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

Votable Shares: 339 ***Shares on Loan:** 0 **Shares Instructed:** 339 **Shares Voted:** 339

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth H. Connelly	Mgmt	Yes	For	For	For	For

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Wintrust Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Timothy S. Crane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Peter D. Crist	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director William J. Doyle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Marla F. Glabe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director H. Patrick Hackett, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Scott K. Heitmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Brian A. Kenney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Deborah L. Hall Lefevre	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Suzet M. McKinney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Gary D. "Joe" Sweeney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Karin Gustafson Teglia	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.13	Elect Director Alex E. Washington, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.14	Elect Director Edward J. Wehmer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Wintrust Financial 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: A vote FOR this item is warranted because only 22.91 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/12/2023	Auto-Approved 05/12/2023		339	339
					Total Shares:	**339**	**339**

Xerox Holdings Corporation

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** XRX **Proxy Level:** 3

Record Date: 03/31/2023 **Meeting Type:** Annual **Meeting ID:** 1741916

Primary Security ID: 98421M106 **Primary CUSIP:** 98421M106 **Primary ISIN:** US98421M1062 **Primary SEDOL:** BJJD5G3

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

Votable Shares: 191 ***Shares on Loan:** 0 **Shares Instructed:** 191 **Shares Voted:** 191

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven J. Bandrowczak	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1b	Elect Director Philip V. Giordano	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1c	Elect Director Scott Letier	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1d	Elect Director Jesse A. Lynn	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Nichelle Maynard-Elliott	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1f	Elect Director Steven D. Miller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director James L. Nelson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						

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Xerox Holdings Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Margarita Palau-Hernandez	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	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.						
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted. While the company's current severance arrangements are within market practice, the implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/05/2023	Auto-Approved 05/05/2023		191	191
					Total Shares:	**191**	**191**

Lowe's Companies, Inc.

Meeting Date: 05/26/2023 **Country:** USA **Ticker:** LOW **Proxy Level:** 3

Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1743569

Primary Security ID: 548661107 **Primary CUSIP:** 548661107 **Primary ISIN:** US5486611073 **Primary SEDOL:** 2536763

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

Votable Shares: 92 ***Shares on Loan:** 0 **Shares Instructed:** 92 **Shares Voted:** 92

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	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.						

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Lowe's Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director David H. Batchelder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Scott H. Baxter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Sandra B. Cochran	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Laurie Z. Douglas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Richard W. Dreiling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Marvin R. Ellison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Daniel J. Heinrich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Brian C. Rogers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Bertram L. Scott	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Colleen Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Mary Beth West	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 were reasonably aligned for the year under consideration. Though concerns continue regarding the LTI program, equity awards are half performance-conditioned with multi-year performance periods and annual incentives were based on pre-set financial and operational metrics.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.28 percent of the fees paid to the auditor are for non-audit purposes.						

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Lowe's Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Require Independent Board Chair	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.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/15/2023	Auto-Approved 05/15/2023		92	92
					Total Shares:	**92**	**92**

Chevron Corporation

Meeting Date: 05/31/2023 **Country:** USA **Ticker:** CVX **Proxy Level:** 3

Record Date: 04/03/2023 **Meeting Type:** Annual **Meeting ID:** 1743235

Primary Security ID: 166764100 **Primary CUSIP:** 166764100 **Primary ISIN:** US1667641005 **Primary SEDOL:** 2838555

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

Votable Shares: 215 ***Shares on Loan:** 0 **Shares Instructed:** 215 **Shares Voted:** 215

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	Against	Against

Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.

1b	Elect Director John B. Frank	Mgmt	Yes	For	For	Against	Against

Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.

1c	Elect Director Alice P. Gast	Mgmt	Yes	For	For	Against	Against

Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.

1d	Elect Director Enrique Hernandez, Jr.	Mgmt	Yes	For	For	Against	Against

Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.

1e	Elect Director Marillyn A. Hewson	Mgmt	Yes	For	For	Against	Against

Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.

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Chevron Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Jon M. Huntsman, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1g	Elect Director Charles W. Moorman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1h	Elect Director Dambisa F. Moyo	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1i	Elect Director Debra Reed-Klages	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1j	Elect Director D. James Umpleby, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1k	Elect Director Cynthia J. Warner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1l	Elect Director Michael K. (Mike) Wirth	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST all current members of the board is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.39 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual incentives are primarily based on financial and operational metrics, and disclosure has improved compared to the previous year. Long-term incentives are targeted to be half performance-based, with a multi-year performance period. However, the annual incentive does allow for the use of a significant degree of discretion, and concerns remain about the rigor of the ROCE improvement metric which targets merely median performance and allows partial payouts for any rank other than last in the peer group.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Chevron Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Rescind Scope 3 GHG Reduction Proposal	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted as it is contrary to principles of corporate governance that encourage companies to be responsive to shareholder proposals that are supported by a large percentage of the company's shareholders who voted at the annual meeting. Moreover, the request runs contrary to guidance provided by internationally recognized organizations and frameworks, such as Intergovernmental Panel on Climate Change.						
6	Adopt Medium-Term Scope 3 GHG Reduction Target	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.						
7	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR is warranted as international organizations have provided standard setting guidance that the request of the proposal is a best practice regarding the transition to a low carbon economy. Given the unique challenges presented to business and society by the climate emergency, organizations -- particularly in high impact sectors -- should place a global perspective at the heart of its modeling and strategy.						
8	Establish Board Committee on Decarbonization Risk	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the request runs contrary to guidance provided by internationally recognized organizations and frameworks, such as Intergovernmental Panel on Climate Change.						
9	Report on Social Impact From Plant Closure or Energy Transition	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 or energy transition. This would also enhance and complement the company's capacity to manage related risks in the long-term, for the ultimate benefit of shareholders.						
10	Oversee and Report a Racial Equity Audit	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, because a racial equity audit would shareholders better evaluate the company's management of potential racial equity or human rights concerns, including from pollution or GHG emissions, that are associated with its operations.						
11	Publish a Tax Transparency Report	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.						
12	Require Independent Board Chair	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/19/2023	Auto-Approved 05/19/2023		215	215
					Total Shares:	**215**	**215**

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SEI Investments Company

Meeting Date: 05/31/2023 **Country:** USA **Ticker:** SEIC **Proxy Level:** 3
Record Date: 03/24/2023 **Meeting Type:** Annual **Meeting ID:** 1747314
Primary Security ID: 784117103 **Primary CUSIP:** 784117103 **Primary ISIN:** US7841171033 **Primary SEDOL:** 2793610

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 322 ***Shares on Loan:** 0 **Shares Instructed:** 322 **Shares Voted:** 322

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ryan P. Hicke	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1b	Elect Director Kathryn M. McCarthy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to a problematic pay practice. The company made a significant severance payment to a NEO following his separation from the company, which does not appear to be a qualifying termination.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.38 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/15/2023	Auto-Approved 05/15/2023		322	322
					Total Shares:	**322**	**322**

Walmart Inc.

Meeting Date: 05/31/2023 **Country:** USA **Ticker:** WMT **Proxy Level:** 3
Record Date: 04/06/2023 **Meeting Type:** Annual **Meeting ID:** 1747389
Primary Security ID: 931142103 **Primary CUSIP:** 931142103 **Primary ISIN:** US9311421039 **Primary SEDOL:** 2936921

Total Ballots: 2 **Voting Policy:** UUA
Votable Shares: 2,450 ***Shares on Loan:** 0 **Shares Instructed:** 2,450 **Shares Voted:** 2,450

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Walmart Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Sarah J. Friar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Carla A. Harris	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Thomas W. Horton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Thomas (Tom) Horton, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1f	Elect Director Marissa A. Mayer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director C. Douglas McMillon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Gregory B. Penner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Randall L. Stephenson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director S. Robson Walton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Steuart L. Walton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Concerns are raised with respect to high CEO pay relative to company performance compared to the company's peers and high CEO pay in relation to company peer group CEO median pay levels. In addition, the incentive program is predominantly based on objective financial criteria and annual target goals appear reasonably rigorous. However, there are significant concerns regarding equity award structure, as the LTI program utilizes solely one-year measurement periods, rather than multi-year performance periods. This concern is heightened as the company uses an overlapping metric between the short- and long-term programs, which resulted in maximum achievement for same goal under both programs. While the company provides a rationale for its pay program structure, investors generally expect a majority of long-term awards to be tied to long-term, multi-year performance goals. In light of these concerns, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.						

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Walmart 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
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Consider Pay Disparity Between CEO and Other Employees	SH	Yes	Against	Against	For	For
	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; and- 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						
6	Report on Human Rights Due Diligence	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to identify and assess human rights impacts in its operations and supply chain would allow shareholders to better gauge how the company is managing human rights related risks.						
7	Commission Third Party Racial Equity Audit	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as such disclosure would allow shareholders to better assess the racial equity impacts and effectiveness of the company's policies and practices.						
8	Report on Racial and Gender Layoff Diversity	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company has appropriate policies and practices to give the board visibility to the company's workforce statistics.						
9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The proposal language may result in a bylaw amendment that is both overly restrictive of the board's ability to amend the bylaws, and not necessarily in the interest of shareholders. Further, there does not appear to have been any problematic bylaw amendment unilaterally adopted by the board that would suggest a need to impose the restrictions sought by this proposal.						
10	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the potential risks and costs associated with the fulfilment of information requests for the enforcement of state laws related to reproductive rights would allow shareholders to assess how the company is managing such risks.						
11	Report on Risks Related to Operations in China	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to provide shareholders with sufficient disclosure to understand to what extent corporate operations depend on China.						
12	Oversee and Report a Workplace Health and Safety Audit	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as an independent audit would help shareholders evaluate the effectiveness of the company's workplace safety policies, practices, and management of potential risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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

Walmart Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/17/2023	Auto-Approved 05/17/2023		2,380	2,380
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/17/2023	Auto-Approved 05/17/2023		70	70
					Total Shares:	**2,450**	**2,450**

ACI Worldwide, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** ACIW **Proxy Level:** 3

Record Date: 04/06/2023 **Meeting Type:** Annual **Meeting ID:** 1745706

Primary Security ID: 004498101 **Primary CUSIP:** 004498101 **Primary ISIN:** US0044981019 **Primary SEDOL:** 2889155

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

Votable Shares: 4,039 ***Shares on Loan:** 0 **Shares Instructed:** 4,039 **Shares Voted:** 4,039

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janet O. Estep	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director James C. Hale, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Mary P. Harman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Charles E. Peters, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Adalio T. Sanchez	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.6	Elect Director Thomas W. Warsop, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Samir M. Zabaneh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 16.69 percent of the fees paid to the auditor are for non-audit purposes.						

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ACI Worldwide, 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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/17/2023	Auto-Approved 05/17/2023		4,039	4,039
					Total Shares:	**4,039**	**4,039**

Airbnb, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** ABNB **Proxy Level:** 3

Record Date: 04/06/2023 **Meeting Type:** Annual **Meeting ID:** 1747598

Primary Security ID: 009066101 **Primary CUSIP:** 009066101 **Primary ISIN:** US0090661010 **Primary SEDOL:** BMGYYH4

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,798 ***Shares on Loan:** 0 **Shares Instructed:** 1,798 **Shares Voted:** 1,798

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nathan Blecharczyk	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent directors Nathan Blecharczyk and Alfred Lin given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.						
1.2	Elect Director Alfred Lin	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent directors Nathan Blecharczyk and Alfred Lin given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.81 percent of the fees paid to the auditor are for non-audit purposes.						

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Airbnb, 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 some concerns are noted, 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/19/2023	Auto-Approved 05/19/2023		101	101
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/19/2023	Auto-Approved 05/19/2023		1,697	1,697
					Total Shares:	**1,798**	**1,798**

Clarus Corporation

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** CLAR **Proxy Level:** 3

Record Date: 04/14/2023 **Meeting Type:** Annual **Meeting ID:** 1754246

Primary Security ID: 18270P109 **Primary CUSIP:** 18270P109 **Primary ISIN:** US18270P1093 **Primary SEDOL:** BF5QHG2

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

Votable Shares: 7,092 ***Shares on Loan:** 0 **Shares Instructed:** 7,092 **Shares Voted:** 7,092

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren B. Kanders	Mgmt	Yes	For	Withhold	Withhold	Withhold

Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent director nominees Warren Kanders, Nicholas Sokolow, Michael Henning, Donald House, Susan Ottmann, and James (Jim) Walker III for maintaining a long-term poison pill that has not been ratified by shareholders. WITHHOLD votes are warranted for Audit Committee members Nicholas Sokolow, Michael Henning, Donald House, and James (Jim) Walker III given concerns regarding the risk oversight function of the board in light of the pledging of a significant amount of the company's common stock by the chairman. WITHHOLD votes are warranted for Nominating Committee chair Nicholas Sokolow for failing to establish racial or ethnic diversity on the board.

1.2	Elect Director Donald L. House	Mgmt	Yes	For	Withhold	Withhold	Withhold

Voting Policy Rationale: The board does not include at least one minority director.Less than 30% 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 incumbent director nominees Warren Kanders, Nicholas Sokolow, Michael Henning, Donald House, Susan Ottmann, and James (Jim) Walker III for maintaining a long-term poison pill that has not been ratified by shareholders. WITHHOLD votes are warranted for Audit Committee members Nicholas Sokolow, Michael Henning, Donald House, and James (Jim) Walker III given concerns regarding the risk oversight function of the board in light of the pledging of a significant amount of the company's common stock by the chairman. WITHHOLD votes are warranted for Nominating Committee chair Nicholas Sokolow for failing to establish racial or ethnic diversity on the board.

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Clarus Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Nicholas Sokolow	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% 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 incumbent director nominees Warren Kanders, Nicholas Sokolow, Michael Henning, Donald House, Susan Ottmann, and James (Jim) Walker III for maintaining a long-term poison pill that has not been ratified by shareholders. WITHHOLD votes are warranted for Audit Committee members Nicholas Sokolow, Michael Henning, Donald House, and James (Jim) Walker III given concerns regarding the risk oversight function of the board in light of the pledging of a significant amount of the company's common stock by the chairman. WITHHOLD votes are warranted for Nominating Committee chair Nicholas Sokolow for failing to establish racial or ethnic diversity on the board.						
1.4	Elect Director Michael A. Henning	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% 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 incumbent director nominees Warren Kanders, Nicholas Sokolow, Michael Henning, Donald House, Susan Ottmann, and James (Jim) Walker III for maintaining a long-term poison pill that has not been ratified by shareholders. WITHHOLD votes are warranted for Audit Committee members Nicholas Sokolow, Michael Henning, Donald House, and James (Jim) Walker III given concerns regarding the risk oversight function of the board in light of the pledging of a significant amount of the company's common stock by the chairman. WITHHOLD votes are warranted for Nominating Committee chair Nicholas Sokolow for failing to establish racial or ethnic diversity on the board.						
1.5	Elect Director Susan Ottmann	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent director nominees Warren Kanders, Nicholas Sokolow, Michael Henning, Donald House, Susan Ottmann, and James (Jim) Walker III for maintaining a long-term poison pill that has not been ratified by shareholders. WITHHOLD votes are warranted for Audit Committee members Nicholas Sokolow, Michael Henning, Donald House, and James (Jim) Walker III given concerns regarding the risk oversight function of the board in light of the pledging of a significant amount of the company's common stock by the chairman. WITHHOLD votes are warranted for Nominating Committee chair Nicholas Sokolow for failing to establish racial or ethnic diversity on the board.						
1.6	Elect Director James E. Walker, III	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% 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 incumbent director nominees Warren Kanders, Nicholas Sokolow, Michael Henning, Donald House, Susan Ottmann, and James (Jim) Walker III for maintaining a long-term poison pill that has not been ratified by shareholders. WITHHOLD votes are warranted for Audit Committee members Nicholas Sokolow, Michael Henning, Donald House, and James (Jim) Walker III given concerns regarding the risk oversight function of the board in light of the pledging of a significant amount of the company's common stock by the chairman. WITHHOLD votes are warranted for Nominating Committee chair Nicholas Sokolow for failing to establish racial or ethnic diversity on the board.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following reasons: - Modified single-trigger provision in change-in-control agreements; - A lack of all the following risk-mitigating features: clawback policy, stock ownership guidelines, and stock holding requirements; - The PEO's elevated pay was due to a relatively large equity award that requires a significant share price appreciation, which somewhat mitigates concerns, although such award is subject to a long performance period. The PEO was granted another sizable equity award in 2023 that is also subject to the achievement of share price goals over a long performance period, with goals that are much lower compared to those for prior year awards.						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Three Years	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 25.98 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						

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Clarus Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/19/2023	Auto-Approved 05/19/2023		7,092	7,092
					Total Shares:	**7,092**	**7,092**

Cloudflare, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** NET **Proxy Level:** 3

Record Date: 04/10/2023 **Meeting Type:** Annual **Meeting ID:** 1747318

Primary Security ID: 18915M107 **Primary CUSIP:** 18915M107 **Primary ISIN:** US18915M1071 **Primary SEDOL:** BJXC5M2

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

Votable Shares: 6,180 ***Shares on Loan:** 0 **Shares Instructed:** 6,180 **Shares Voted:** 6,180

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott Sandell	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.WITHHOLD votes are warranted for incumbent director nominees Scott Sandell and Michelle Zatlyn (i) for lack of racial or ethnic diversity on the board; and (ii) given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for compensation committee member Scott Sandell. The company repriced and reduced performance goals of outstanding performance options held by certain NEOs without prior shareholder approval.						
1.2	Elect Director Michelle Zatlyn	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.WITHHOLD votes are warranted for incumbent director nominees Scott Sandell and Michelle Zatlyn (i) for lack of racial or ethnic diversity on the board; and (ii) given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for compensation committee member Scott Sandell. The company repriced and reduced performance goals of outstanding performance options held by certain NEOs without prior shareholder approval.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 10.41 percent of the fees paid to the auditor are for non-audit purposes.						
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 that the company repriced and reduced performance goals of outstanding performance options held by certain NEOs without prior shareholder approval.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/18/2023	Auto-Approved 05/18/2023		6,180	6,180
					Total Shares:	**6,180**	**6,180**

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Gartner, Inc.

Meeting Date: 06/01/2023	**Country:** USA	**Ticker:** IT	**Proxy Level:** 3
Record Date: 04/06/2023	**Meeting Type:** Annual	**Meeting ID:** 1745428	
Primary Security ID: 366651107	**Primary CUSIP:** 366651107	**Primary ISIN:** US3666511072	**Primary SEDOL:** 2372763
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 80	***Shares on Loan:** 0	**Shares Instructed:** 80	**Shares Voted:** 80

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter E. Bisson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Richard J. Bressler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Raul E. Cesan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Karen E. Dykstra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Diana S. Ferguson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Anne Sutherland Fuchs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director William O. Grabe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Jose M. Gutierrez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Eugene A. Hall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Stephen G. Pagliuca	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Eileen M. Serra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director James C. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Some concerns are noted in the lack of disclosure and short performance period for the equity incentives. However, annual incentives are entirely based on financial measures, and a majority of the equity incentives are performance-conditioned.						

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Gartner, 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 16.72 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		80	80
			05/15/2023	05/15/2023			
					Total Shares:	**80**	**80**

Netflix, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** NFLX **Proxy Level:** 4

Record Date: 04/06/2023 **Meeting Type:** Annual **Meeting ID:** 1748051

Primary Security ID: 64110L106 **Primary CUSIP:** 64110L106 **Primary ISIN:** US64110L1061 **Primary SEDOL:** 2857817

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 2,003 ***Shares on Loan:** 0 **Shares Instructed:** 2,003 **Shares Voted:** 2,003

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mathias Dopfner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Reed Hastings	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Jay C. Hoag	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Ted Sarandos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 21.68 percent of the fees paid to the auditor are for non-audit purposes.						

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Netflix, 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: Following a failed say-on-pay vote result, the company disclosed its engagement efforts with shareholders, noted shareholder feedback, and made substantive changes to the pay program. This indicates sufficient responsiveness by the compensation committee. Nevertheless, there are ongoing concerns regarding the pay structure. Though improvements were made to ensure that base salaries for co-CEOs remain at a reasonable level, salaries for other NEOs may still be exceedingly large depending on their selected allocation of payment. In addition, equity awards, which remain a significant portion of executive pay, continue to lack pre-set performance vesting criteria, and the introduction of annual bonuses only covers the co-CEOs. Finally, concerns are raised with respect to single-trigger provision in change-in-control agreements, and a lack of all the following risk-mitigating features: clawback policy, stock ownership guidelines, and stock holding requirements. In light of these concerns, a vote AGAINST this proposal is warranted.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Amend Right to Call Special Meeting	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.						
6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. There are no current concerns with overboarding at Netflix and the proponent has not raised a compelling argument for adopting a novel and potentially disruptive policy.						
7	Report on Climate Risk in Retirement Plan Options	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.						
8	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company s management of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/22/2023	Auto-Approved 05/22/2023		461	461
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/22/2023	Auto-Approved 05/22/2023		1,542	1,542
					Total Shares:	**2,003**	**2,003**

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New York Community Bancorp, Inc.

Meeting Date: 06/01/2023	**Country:** USA	**Ticker:** NYCB	**Proxy Level:** 3
Record Date: 04/04/2023	**Meeting Type:** Annual	**Meeting ID:** 1748003	
Primary Security ID: 649445103	**Primary CUSIP:** 649445103	**Primary ISIN:** US6494451031	**Primary SEDOL:** 2711656
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 737	***Shares on Loan:** 0	**Shares Instructed:** 737	**Shares Voted:** 737

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alessandro P. DiNello	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Leslie D. Dunn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Lawrence Rosano, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Robert Wann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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 a concern is noted regarding the goal rigor for the two financial metrics, annual incentives were primarily measured against pre-set objective metrics, and the disclosure of the strategic/qualitative scorecard was robust. In addition, the committee reduced the overall result of the scorecard in consideration of the company's underperforming TSR. Further, a majority of long-term incentives were performance conditioned and measured over multi-year periods, and forward-looking performance targets were disclosed.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.						
6	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the elimination of the supermajority vote requirements would improve shareholder rights.						
7	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.						
8	Eliminate Supermajority Vote Requirement	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The elimination of supermajority vote requirements would improve shareholder rights and approval of this non-binding item may convey to the board that shareholders may wish for it to take additional steps to ensure they are removed.						

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New York Community Bancorp, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
9	Report on Climate Lobbying	SH	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from additional disclosure related to its lobbying activities and their alignment with the Paris Agreement, and the company's board also supports the proposal.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/22/2023	Auto-Approved 05/22/2023		737	737
					Total Shares:	**737**	**737**

Royal Caribbean Cruises Ltd.

Meeting Date: 06/01/2023 **Country:** Liberia **Ticker:** RCL **Proxy Level:** N/A

Record Date: 04/06/2023 **Meeting Type:** Annual **Meeting ID:** 1745985

Primary Security ID: V7780T103 **Primary CUSIP:** V7780T103 **Primary ISIN:** LR0008862868 **Primary SEDOL:** 2754907

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

Votable Shares: 421 ***Shares on Loan:** 0 **Shares Instructed:** 421 **Shares Voted:** 421

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Richard D. Fain	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director William L. Kimsey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Michael O. Leavitt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jason T. Liberty	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Amy McPherson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Maritza G. Montiel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Royal Caribbean Cruises Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Ann S. Moore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Eyal M. Ofer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Vagn O. Sorensen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Donald Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Arne Alexander Wilhelmsen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director Rebecca Yeung	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 CEO's annual incentives were based on pre-set financial metrics. Additionally, though the LTI plan lacks forward-looking targets, equity awards are largely performance-conditioned with multi-year performance periods.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/16/2023	Auto-Approved 05/16/2023		421	421
					Total Shares:	**421**	**421**

ServiceNow, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** NOW **Proxy Level:** 3

Record Date: 04/04/2023 **Meeting Type:** Annual **Meeting ID:** 1743846

Primary Security ID: 81762P102 **Primary CUSIP:** 81762P102 **Primary ISIN:** US81762P1021 **Primary SEDOL:** B80NXX8

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ServiceNow, Inc.

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

Votable Shares: 1,831 ***Shares on Loan:** 0 **Shares Instructed:** 1,831 **Shares Voted:** 1,831

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Teresa Briggs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Jonathan C. Chadwick	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Paul E. Chamberlain	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Lawrence J. Jackson, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Frederic B. Luddy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director William R. McDermott	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Jeffrey A. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Joseph 'Larry' Quinlan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Anita M. Sands	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Following a failed say-on-pay vote last year, the committee has demonstrated only a limited degree of responsiveness by responding to a primary shareholder concern regarding one-time awards, but the committee did not make meaningful structural improvements to the regular pay program to address shareholders' secondary feedback points.It is positive that the STIP was based primarily on financial metrics and the goals utilized were reasonable, even after a mid-year goal modification. However, there are continuing pay structure concerns that underscore a pay-for-performance misalignment. Specifically, the LTIP continues to utilize one-year measurement periods for primary metrics, with significant overlap to a STI metric and goal, and the CEO's LTI awards are relatively large in the year following a mega award.In light of these concerns, a vote AGAINST this proposal is warranted.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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.						

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ServiceNow, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Elect Director Deborah Black	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/23/2023	Auto-Approved 05/23/2023		1,831	1,831
					Total Shares:	**1,831**	**1,831**

Sirius XM Holdings Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** SIRI **Proxy Level:** 3

Record Date: 04/06/2023 **Meeting Type:** Annual **Meeting ID:** 1747684

Primary Security ID: 82968B103 **Primary CUSIP:** 82968B103 **Primary ISIN:** US82968B1035 **Primary SEDOL:** BGLDK10

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

Votable Shares: 4,418 ***Shares on Loan:** 0 **Shares Instructed:** 4,418 **Shares Voted:** 4,418

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Blau	Mgmt	Yes	For	Withhold	Withhold	Withhold

Voting Policy Rationale: The nominee is non-independent and sits on a key committee.WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle), and James Meyer for serving as non-independent members of certain key board committees.WITHHOLD votes are further warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company.

1.2	Elect Director Eddy W. Hartenstein	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

1.3	Elect Director Robin P. Hickenlooper	Mgmt	Yes	For	Withhold	Withhold	Withhold

Voting Policy Rationale: The nominee is non-independent and sits on a key committee.WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle), and James Meyer for serving as non-independent members of certain key board committees.WITHHOLD votes are further warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company.

1.4	Elect Director James P. Holden	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

1.5	Elect Director Gregory B. Maffei	Mgmt	Yes	For	Withhold	Withhold	Withhold

Voting Policy Rationale: The nominee is non-independent and sits on a key committee.The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle), and James Meyer for serving as non-independent members of certain key board committees.WITHHOLD votes are further warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company.

1.6	Elect Director Evan D. Malone	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.

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Sirius XM Holdings Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director James E. Meyer	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle), and James Meyer for serving as non-independent members of certain key board committees.WITHHOLD votes are further warranted for Gregory (Greg) Maffei for serving on more than three public boards while serving as a CEO of an outside company.						
1.8	Elect Director Jonelle Procope	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Michael Rapino	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Kristina M. Salen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Carl E. Vogel	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.						
1.12	Elect Director Jennifer C. Witz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.13	Elect Director David M. Zaslav	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.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although a concern is noted, support FOR this proposal is warranted as pay and performance are reasonably aligned at this time.						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Three Years	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/18/2023	Auto-Approved 05/18/2023		4,418	4,418
					Total Shares:	**4,418**	**4,418**

Sunrun, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** RUN **Proxy Level:** 3
Record Date: 04/06/2023 **Meeting Type:** Annual **Meeting ID:** 1747039
Primary Security ID: 86771W105 **Primary CUSIP:** 86771W105 **Primary ISIN:** US86771W1053 **Primary SEDOL:** BYXB1Y8

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Sunrun, Inc.

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

Votable Shares: 85 ***Shares on Loan:** 0 **Shares Instructed:** 85 **Shares Voted:** 85

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leslie Dach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Edward Fenster	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Mary Powell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.86 percent of the fees paid to the auditor are for non-audit purposes.						
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.						
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	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.						
5	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/16/2023	Auto-Approved 05/16/2023		85	85
					Total Shares:	**85**	**85**

Surgery Partners, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** SGRY **Proxy Level:** 3

Record Date: 04/06/2023 **Meeting Type:** Annual **Meeting ID:** 1747305

Primary Security ID: 86881A100 **Primary CUSIP:** 86881A100 **Primary ISIN:** US86881A1007 **Primary SEDOL:** BYTC1B2

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

Votable Shares: 3,460 ***Shares on Loan:** 0 **Shares Instructed:** 3,460 **Shares Voted:** 3,460

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Patricia A. Maryland	Mgmt	Yes	For	Withhold	Withhold	Withhold

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Surgery Partners, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for Governance Committee members Patricia Maryland and T. Devin O'Reilly given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.						
1.2	Elect Director T. Devin O'Reilly	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for Governance Committee members Patricia Maryland and T. Devin O'Reilly given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.						
1.3	Elect Director Brent Turner	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.22 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/19/2023	Auto-Approved 05/19/2023		3,460	3,460
					Total Shares:	**3,460**	**3,460**

Trane Technologies Plc

Meeting Date: 06/01/2023 **Country:** Ireland **Ticker:** TT **Proxy Level:** N/A

Record Date: 04/06/2023 **Meeting Type:** Annual **Meeting ID:** 1747605

Primary Security ID: G8994E103 **Primary CUSIP:** G8994E103 **Primary ISIN:** IE00BK9ZQ967 **Primary SEDOL:** BK9ZQ96

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

Votable Shares: 322 ***Shares on Loan:** 0 **Shares Instructed:** 322 **Shares Voted:** 322

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
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Ann C. Berzin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director April Miller Boise	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Gary D. Forsee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Mark R. George	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director John A. Hayes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Linda P. Hudson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee attended less than 75% of the board and committee meetings.						
1h	Elect Director Myles P. Lee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director David S. Regnery	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Melissa N. Schaeffer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director John P. Surma	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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 CEO pay and company performance are reasonably aligned at this time. The majority of compensation is based on clearly disclosed financial performance objectives and the company targets half of equity awards to be conditioned on three-year performance goals.						
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.38 percent of the fees paid to the auditor are for non-audit purposes.						
5	Authorize Issue of Equity	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
6	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						

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Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Authorize Reissuance of Repurchased Shares	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		322	322
					Total Shares:	**322**	**322**

Trimble Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** TRMB **Proxy Level:** 3

Record Date: 04/03/2023 **Meeting Type:** Annual **Meeting ID:** 1746040

Primary Security ID: 896239100 **Primary CUSIP:** 896239100 **Primary ISIN:** US8962391004 **Primary SEDOL:** 2903958

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

Votable Shares: 777 ***Shares on Loan:** 0 **Shares Instructed:** 777 **Shares Voted:** 777

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. Dalton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Borje Ekholm	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Ann Fandozzi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Kaigham (Ken) Gabriel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Meaghan Lloyd	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Sandra MacQuillan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Robert G. Painter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Mark S. Peek	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Thomas Sweet	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Trimble Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Johan Wibergh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this proposal is warranted as pay and performance are reasonably aligned. Annual incentives are entirely based on financial performance and reverted to an annual performance period in 2022. Although there is some concern about the LTIP structure, including the relative TSR metric, which targets merely the median with no disclosed cap on payouts in the event of negative TSR, the CEO's long-term incentives are primarily performance based and all performance equity utilizes a multi-year performance period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.21 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/16/2023	Auto-Approved 05/16/2023		777	777
					Total Shares:	**777**	**777**

UDR, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** UDR **Proxy Level:** 3

Record Date: 04/03/2023 **Meeting Type:** Annual **Meeting ID:** 1743847

Primary Security ID: 902653104 **Primary CUSIP:** 902653104 **Primary ISIN:** US9026531049 **Primary SEDOL:** 2727910

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

Votable Shares: 488 ***Shares on Loan:** 0 **Shares Instructed:** 488 **Shares Voted:** 488

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine A. Cattanach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jon A. Grove	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Mary Ann King	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director James D. Klingbeil	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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UDR, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Clint D. McDonnough	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Robert A. McNamara	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Diane M. Morefield	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Kevin C. Nickelberry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Mark R. Patterson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Thomas W. Toomey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. The STI plan is primarily based on pre-set measures and annual equity awards are entirely performance-based with forward-looking goals disclosed.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 12.44 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/19/2023	Auto-Approved 05/19/2023		488	488
					Total Shares:	**488**	**488**

Alphabet Inc.

Meeting Date: 06/02/2023 **Country:** USA **Ticker:** GOOGL **Proxy Level:** 3

Record Date: 04/04/2023 **Meeting Type:** Annual **Meeting ID:** 1748081

Primary Security ID: 02079K305 **Primary CUSIP:** 02079K305 **Primary ISIN:** US02079K3059 **Primary SEDOL:** BYVY8G0

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

Alphabet Inc.

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,833 ***Shares on Loan:** 0 **Shares Instructed:** 1,833 **Shares Voted:** 1,833

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Sergey Brin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Sundar Pichai	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director John L. Hennessy	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset.						
1e	Elect Director Frances H. Arnold	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset.						
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director L. John Doerr	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Ann Mather	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director K. Ram Shriram	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Robin L. Washington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.45 percent of the fees paid to the auditor are for non-audit purposes.						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 cost is excessive - The three-year average burn rate is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan permits liberal recycling of shares - The plan allows broad discretion to accelerate vesting						

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Alphabet Inc.

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
	Voting Policy Rationale: A vote AGAINST the proposal is warranted. A number of concerns are noted in the annual pay program for non-CEO NEOs. First, an annual bonus program was established based on ESG goals. However, pre-set goals were not disclosed, with the proxy only noting performance achievements after the fact, with the award appearing to pay out based on the committee's discretionary assessment of performance. Though the ESG bonus payout was halved at the committee's discretion due to "macroeconomic conditions," NEO base salaries were increased in FY22 and are relatively high. Further concerns are noted in the annual LTI program, which inexplicably switched to an LTI mix predominantly in time-vested equity in FY22, with no rationale for the change disclosed in the proxy. On top of that, two NEOs received equity grants with values in excess of the total median CEO pay for the company's peer group. The relative TSR target was non-rigorous and no vesting cap was disclosed if absolute TSR were to be negative over the performance period. CEO Pichai received a triennial equity grant in FY22, which, even on a per-year annualized basis, was relatively large compared to peers. Merely 60 percent of the award was in performance equity, half of which utilized a two-year performance period. Though the target goal was rigorous, in situations where an equity grant is intended to cover multiple years of equity, shareholders prefer that a significant percentage of the grant be in performance equity with a long-term performance period. Additionally, due to a combination of award structure and total magnitude, even with relative TSR performing well-below target, CEO Pichai would realize substantially more pay than a significant portion of his CEO peers, undermining a pay-for-performance philosophy.						
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Three Years	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	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.						
7	Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Shareholders would benefit from more disclosure on the company's lobbying efforts, but the requested report is overly broad and would likely not produce useful information on the company's direct and indirect lobbying.						
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from greater transparency of the company's framework for addressing misalignments between its climate goals and direct and indirect lobbying, and how the company would plan to mitigate any risks that might be identified.						
9	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The company is legally required to comply with information requests but could be doing more to protect consumers data privacy and protect the company from potential reputational risks.						
10	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.						

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Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because an independent human rights assessment would help shareholders better evaluate the company's management of risks related to the human rights impacts of its targeted advertising policies and practices.						
12	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the company has faced scrutiny over biases in its algorithmic systems and increased reporting would assist shareholders in assessing progress and management of related risks.						
13	Report on Alignment of YouTube Policies With Online Safety Regulations	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as increased reporting would provide shareholders with more information on the company's management of related risks.						
14	Report on Content Governance and Censorship	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company appears to have governance frameworks in place to address the topics and risk brought forth by the proponent.						
15	Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as an independent assessment of the Audit and Compliance Committee's capacities and performance would allow shareholders to gain more information on how the company is overseeing and managing related and prevailing risks.						
16	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The proposal language may result in a bylaw amendment that is both overly restrictive of the board's ability to amend the bylaws, and not necessarily in the interest of shareholders. Further, there does not appear to have been any problematic bylaw amendment unilaterally adopted by the board that would suggest a need to impose the restrictions sought by this proposal.						
17	Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.						
18	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/22/2023	Auto-Approved 05/22/2023		1,733	1,733

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Alphabet Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/22/2023	Auto-Approved 05/22/2023		100	100
					Total Shares:	**1,833**	**1,833**

Axsome Therapeutics, Inc.

Meeting Date: 06/02/2023 **Country:** USA **Ticker:** AXSM **Proxy Level:** 3

Record Date: 04/10/2023 **Meeting Type:** Annual **Meeting ID:** 1748082

Primary Security ID: 05464T104 **Primary CUSIP:** 05464T104 **Primary ISIN:** US05464T1043 **Primary SEDOL:** BYZR4X4

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

Votable Shares: 843 ***Shares on Loan:** 0 **Shares Instructed:** 843 **Shares Voted:** 843

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Mark Saad	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director.WITHHOLD votes are warranted for Nominating Committee member Mark Saad for failing to establish gender diversity on the board. WITHHOLD votes are further warranted for Governance Committee member Mark Saad given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	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 432 of the Internal Revenue Code.						
4	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/09/2023	Auto-Approved 05/09/2023		843	843
					Total Shares:	**843**	**843**

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WillScot Mobile Mini Holdings Corp.

Meeting Date: 06/02/2023	**Country:** USA	**Ticker:** WSC	**Proxy Level:** 3
Record Date: 04/05/2023	**Meeting Type:** Annual	**Meeting ID:** 1745429	
Primary Security ID: 971378104	**Primary CUSIP:** 971378104	**Primary ISIN:** US9713781048	**Primary SEDOL:** BMHL0Z4
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 2,964	***Shares on Loan:** 0	**Shares Instructed:** 2,964	**Shares Voted:** 2,964

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark S. Bartlett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.2	Elect Director Erika T. Davis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.3	Elect Director Gerard E. Holthaus	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.4	Elect Director Erik Olsson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.5	Elect Director Rebecca L. Owen	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.6	Elect Director Jeff Sagansky	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.7	Elect Director Bradley L. Soultz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.8	Elect Director Michael W. Upchurch	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.17 percent of the fees paid to the auditor are for non-audit purposes.						
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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		2,964	2,964
					Total Shares:	**2,964**	**2,964**

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Omega Healthcare Investors, Inc.

Meeting Date: 06/05/2023	**Country:** USA	**Ticker:** OHI	**Proxy Level:** 3
Record Date: 04/06/2023	**Meeting Type:** Annual	**Meeting ID:** 1747697	
Primary Security ID: 681936100	**Primary CUSIP:** 681936100	**Primary ISIN:** US6819361006	**Primary SEDOL:** 2043274
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 361	***Shares on Loan:** 0	**Shares Instructed:** 361	**Shares Voted:** 361

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kapila K. Anand	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Craig R. Callen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Lisa C. Egbuonu-Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Barbara B. Hill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Kevin J. Jacobs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director C. Taylor Pickett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Stephen D. Plavin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Burke W. Whitman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.15 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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

Omega Healthcare Investors, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		361	361
			05/22/2023	05/22/2023			
					Total Shares:	**361**	**361**

Rexford Industrial Realty, Inc.

Meeting Date: 06/05/2023 **Country:** USA **Ticker:** REXR **Proxy Level:** 3

Record Date: 04/03/2023 **Meeting Type:** Annual **Meeting ID:** 1745420

Primary Security ID: 76169C100 **Primary CUSIP:** 76169C100 **Primary ISIN:** US76169C1009 **Primary SEDOL:** BC9ZHL9

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

Votable Shares: 1,973 ***Shares on Loan:** 0 **Shares Instructed:** 1,973 **Shares Voted:** 1,973

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert L. Antin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Michael S. Frankel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Diana J. Ingram	Mgmt	Yes	For	For	Against	Against
	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.						
1.4	Elect Director Angela L. Kleiman	Mgmt	Yes	For	For	Against	Against
	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.						
1.5	Elect Director Debra L. Morris	Mgmt	Yes	For	For	Against	Against
	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.						
1.6	Elect Director Tyler H. Rose	Mgmt	Yes	For	For	Against	Against
	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.						
1.7	Elect Director Howard Schwimmer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Richard Ziman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 33.66 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						

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Rexford Industrial Realty, 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, with caution. Some concerns are raised by the increase to the co-CEOs' already relatively high target and maximum annual incentive opportunities amid several successive years of maximum performance achievement. However, the annual incentive program is primarily based on pre-set financial metrics with target goals that require year-over-year improvement in performance. Moreover, the long-term incentive grants predominantly performance-based awards with forward-looking goals clearly disclosed, including a relative TSR metric which targets outperformance. Shareholder are advised to monitor the annual incentive program for magnitude and rigor.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/19/2023	Auto-Approved 05/19/2023		1,973	1,973
					Total Shares:	**1,973**	**1,973**

UnitedHealth Group Incorporated

Meeting Date: 06/05/2023 **Country:** USA **Ticker:** UNH **Proxy Level:** 3

Record Date: 04/10/2023 **Meeting Type:** Annual **Meeting ID:** 1748072

Primary Security ID: 91324P102 **Primary CUSIP:** 91324P102 **Primary ISIN:** US91324P1021 **Primary SEDOL:** 2917766

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 307 ***Shares on Loan:** 0 **Shares Instructed:** 307 **Shares Voted:** 307

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy Flynn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Paul Garcia	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Kristen Gil	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Stephen Hemsley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Michele Hooper	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director F. William McNabb, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Valerie Montgomery Rice	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director John Noseworthy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Andrew Witty	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual incentives are primarily based on pre-set financial metrics and half of the long-term incentives are performance-based and utilize a multi-year performance period. However, the company does not disclose forward-looking goals for the long-term incentives.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.87 percent of the fees paid to the auditor are for non-audit purposes.						
5	Report on Third-Party Racial Equity Audit	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure could help shareholders assess the impacts of the company's policies and practices on racial and ethnic minority communities.						
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company's value alignment with political expenditures would enable shareholders to have a greater understanding of how the company oversees and manages risks related to its political affiliations. BACKGROUND INFORMATION Policies: Political Spending & Lobbying Activities						
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted. The company's severance policy establishes a reasonable limit on cash severance. However, the proxy does not disclose a policy or requirement that payments in excess of amounts provided under the policy are subject to shareholder approval. Without such a requirement, shareholders do not have adequate assurances that the company's current practice safeguards against excessive severance payments.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/24/2023	Auto-Approved 05/24/2023		219	219
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/24/2023	Auto-Approved 05/24/2023		88	88
					Total Shares:	**307**	**307**

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Antero Midstream Corporation

Meeting Date: 06/06/2023 **Country:** USA **Ticker:** AM **Proxy Level:** 3
Record Date: 04/17/2023 **Meeting Type:** Annual **Meeting ID:** 1752671
Primary Security ID: 03676B102 **Primary CUSIP:** 03676B102 **Primary ISIN:** US03676B1026 **Primary SEDOL:** BJBT0Q4

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 3,917 ***Shares on Loan:** 0 **Shares Instructed:** 3,917 **Shares Voted:** 3,917

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter A. Dea	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director W. Howard Keenan, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% 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 W. Howard Keenan Jr.:- as a governance committee member, for 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 impacts shareholder rights, and- as a nominating committee member, for lack of racial/ethnic diversity on the board.						
1.3	Elect Director Janine J. McArdle	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/25/2023	Auto-Approved 05/25/2023		3,917	3,917
					Total Shares:	**3,917**	**3,917**

Cognizant Technology Solutions Corporation

Meeting Date: 06/06/2023 **Country:** USA **Ticker:** CTSH **Proxy Level:** 3
Record Date: 04/10/2023 **Meeting Type:** Annual **Meeting ID:** 1747664
Primary Security ID: 192446102 **Primary CUSIP:** 192446102 **Primary ISIN:** US1924461023 **Primary SEDOL:** 2257019

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Cognizant Technology Solutions Corporation

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

Votable Shares: 981 ***Shares on Loan:** 0 **Shares Instructed:** 981 **Shares Voted:** 981

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Zein Abdalla	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Vinita Bali	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Eric Branderiz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Archana Deskus	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director John M. Dineen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Nella Domenici	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Ravi Kumar S	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Leo S. Mackay, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Michael Patsalos-Fox	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Stephen J. Rohleder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Abraham "Bram" Schot	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1l	Elect Director Joseph M. Velli	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Sandra S. Wijnberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. A majority of the annual incentives were tied to pre-set financial measures and equity awards were primarily performance-conditioned although a portion of the PSUs utilize annual performance periods. Nevertheless, below target payouts are in line with recent company performance, and pay and performance are reasonably aligned for the year in review.						

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Cognizant Technology Solutions Corporation

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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Approve 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.						
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	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.						
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 10.80 percent of the fees paid to the auditor are for non-audit purposes.						
7	Amend Bylaws	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The proposal language may result in a bylaw amendment that is both overly restrictive of the board's ability to amend the bylaws, and not necessarily in the interest of shareholders. Further, there does not appear to have been any problematic bylaw amendment unilaterally adopted by the board that would suggest that support for this proposal is warranted.						
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company recently adopted a policy which limits cash severance to a reasonable basis and requires shareholder approval for agreements that contain cash severance above that limit. That policy provides adequate protections for shareholders as it pertains to potentially excessive cash severance payments. Lastly, no significant concerns are identified with respect to the company's severance arrangements nor broad-based equity award treatment.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/16/2023	Auto-Approved 05/16/2023		981	981
					Total Shares:	**981**	**981**

Freeport-McMoRan, Inc.

Meeting Date: 06/06/2023 **Country:** USA **Ticker:** FCX **Proxy Level:** 3

Record Date: 04/10/2023 **Meeting Type:** Annual **Meeting ID:** 1748048

Primary Security ID: 35671D857 **Primary CUSIP:** 35671D857 **Primary ISIN:** US35671D8570 **Primary SEDOL:** 2352118

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

Votable Shares: 1,761 ***Shares on Loan:** 0 **Shares Instructed:** 1,761 **Shares Voted:** 1,761

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David P. Abney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Freeport-McMoRan, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Richard C. Adkerson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Robert W. Dudley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Hugh Grant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Lydia H. Kennard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.7	Elect Director Ryan M. Lance	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Sara Grootwassink Lewis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Dustan E. McCoy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Kathleen L. Quirk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director John J. Stephens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Frances Fragos Townsend	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
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. Annual incentives are based on objective pre-determined goals. In addition, long-term incentives are predominately performance-based, with clearly disclosed goals, and multi-year performance periods.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Freeport-McMoRan, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		1,761	1,761
					Total Shares:	**1,761**	**1,761**

Keros Therapeutics, Inc.

Meeting Date: 06/06/2023 **Country:** USA **Ticker:** KROS **Proxy Level:** 1

Record Date: 04/10/2023 **Meeting Type:** Annual **Meeting ID:** 1749084

Primary Security ID: 492327101 **Primary CUSIP:** 492327101 **Primary ISIN:** US4923271013 **Primary SEDOL:** BM7V485

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

Votable Shares: 735 ***Shares on Loan:** 0 **Shares Instructed:** 735 **Shares Voted:** 735

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Carl L. Gordon	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for Carl Gordon for serving as a director on more than five public company boards. WITHHOLD votes are warranted for Governance Committee member Tomer Kariv 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 impacts shareholder rights.						
1.2	Elect Director Tomer Kariv	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Carl Gordon for serving as a director on more than five public company boards. WITHHOLD votes are warranted for Governance Committee member Tomer Kariv 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 impacts shareholder rights.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 10.05 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/15/2023	Auto-Approved 05/15/2023		735	735
					Total Shares:	**735**	**735**

Organon & Co.

Meeting Date: 06/06/2023 **Country:** USA **Ticker:** OGN **Proxy Level:** 3

Record Date: 04/10/2023 **Meeting Type:** Annual **Meeting ID:** 1752673

Primary Security ID: 68622V106 **Primary CUSIP:** 68622V106 **Primary ISIN:** US68622V1061 **Primary SEDOL:** BLDC8J4

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Organon & Co.

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

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carrie S. Cox	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Alan Ezekowitz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Helene Gayle	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Deborah Leone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily based on objective, pre-set goals, and half of long-term incentives are performance-based and utilize a multi-year performance period. In addition, relative TSR awards target above-median performance and cap pay at target for negative results. Concerns are noted about limited disclosure related to the organizational health metrics and the absence of forward-looking goals for its cumulative cash flow PSUs.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.25 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/18/2023	Auto-Approved 05/18/2023		5	5
					Total Shares:	**5**	**5**

Palantir Technologies, Inc.

Meeting Date: 06/06/2023 **Country:** USA **Ticker:** PLTR **Proxy Level:** 3

Record Date: 04/12/2023 **Meeting Type:** Annual **Meeting ID:** 1750469

Primary Security ID: 69608A108 **Primary CUSIP:** 69608A108 **Primary ISIN:** US69608A1088 **Primary SEDOL:** BN78DQ4

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

Votable Shares: 113 ***Shares on Loan:** 0 **Shares Instructed:** 113 **Shares Voted:** 113

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexander Karp	Mgmt	Yes	For	Withhold	Withhold	Withhold

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Palantir Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Alexander Moore and Alexandra Schiff given the board's failure to remove, or subject to a reasonable sunset requirement, the problematic capital structure and the pop-up classified board structure, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for Alexander Karp, Stephen Cohen, and Peter Thiel as their ownership of the supervoting shares (through shares held in the Founder Voting Trust) provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.						
1.2	Elect Director Stephen Cohen	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Alexander Moore and Alexandra Schiff given the board's failure to remove, or subject to a reasonable sunset requirement, the problematic capital structure and the pop-up classified board structure, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for Alexander Karp, Stephen Cohen, and Peter Thiel as their ownership of the supervoting shares (through shares held in the Founder Voting Trust) provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.						
1.3	Elect Director Peter Thiel	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Alexander Moore and Alexandra Schiff given the board's failure to remove, or subject to a reasonable sunset requirement, the problematic capital structure and the pop-up classified board structure, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for Alexander Karp, Stephen Cohen, and Peter Thiel as their ownership of the supervoting shares (through shares held in the Founder Voting Trust) provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.						
1.4	Elect Director Alexander Moore	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Alexander Moore and Alexandra Schiff given the board's failure to remove, or subject to a reasonable sunset requirement, the problematic capital structure and the pop-up classified board structure, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for Alexander Karp, Stephen Cohen, and Peter Thiel as their ownership of the supervoting shares (through shares held in the Founder Voting Trust) provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.						
1.5	Elect Director Alexandra Schiff	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Alexander Moore and Alexandra Schiff given the board's failure to remove, or subject to a reasonable sunset requirement, the problematic capital structure and the pop-up classified board structure, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for Alexander Karp, Stephen Cohen, and Peter Thiel as their ownership of the supervoting shares (through shares held in the Founder Voting Trust) provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.						
1.6	Elect Director Lauren Friedman Stat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Eric Woersching	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.81 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following reasons: - The provision for automatic accelerated vesting of equity awards upon a change in control; - A lack of all the following risk-mitigating features: clawback policy, stock ownership guidelines, and stock holding requirements.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Palantir Technologies, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		113	113
			05/16/2023	05/16/2023			
					Total Shares:	**113**	**113**

Topgolf Callaway Brands Corp.

Meeting Date: 06/06/2023 **Country:** USA **Ticker:** MODG **Proxy Level:** 3

Record Date: 04/11/2023 **Meeting Type:** Annual **Meeting ID:** 1747329

Primary Security ID: 131193104 **Primary CUSIP:** 131193104 **Primary ISIN:** US1311931042 **Primary SEDOL:** 2173933

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

Votable Shares: 5,301 ***Shares on Loan:** 0 **Shares Instructed:** 5,301 **Shares Voted:** 5,301

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Oliver G. (Chip) Brewer, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Erik J Anderson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Laura J. Flanagan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Russell L. Fleischer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Bavan M. Holloway	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director John F. Lundgren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Scott M. Marimow	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Adebayo O. Ogunlesi	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.9	Elect Director Varsha R. Rao	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Linda B. Segre	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Topgolf Callaway Brands Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Anthony S. Thornley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director C. Matthew Turney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.64 percent of the fees paid to the auditor are for non-audit purposes.						
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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		5,301	5,301
			05/23/2023	05/23/2023			
					Total Shares:	**5,301**	**5,301**

Univar Solutions Inc.

Meeting Date: 06/06/2023 **Country:** USA **Ticker:** UNVR **Proxy Level:** 5

Record Date: 05/01/2023 **Meeting Type:** Special **Meeting ID:** 1755712

Primary Security ID: 91336L107 **Primary CUSIP:** 91336L107 **Primary ISIN:** US91336L1070 **Primary SEDOL:** BZ07PN3

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

Votable Shares: 100 ***Shares on Loan:** 0 **Shares Instructed:** 100 **Shares Voted:** 100

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. The offer represents a premium to the all-time high closing price, the sale process was public and appears to have been thorough, and there is 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 reasonably based, outstanding equity awards will auto-accelerate at the time of the merger, and PRSUs granted in 2021 and 2022 are eligible to vest well above target without compelling rationale disclosed in the merger proxy.						
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.						

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Univar Solutions Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		100	100
			05/24/2023	05/24/2023			
					Total Shares:	**100**	**100**

Comcast Corporation

Meeting Date: 06/07/2023 **Country:** USA **Ticker:** CMCSA **Proxy Level:** 3

Record Date: 04/03/2023 **Meeting Type:** Annual **Meeting ID:** 1754380

Primary Security ID: 20030N101 **Primary CUSIP:** 20030N101 **Primary ISIN:** US20030N1019 **Primary SEDOL:** 2044545

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 6,931 ***Shares on Loan:** 0 **Shares Instructed:** 6,931 **Shares Voted:** 6,931

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for Kenneth Bacon, Madeleine Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights.						
1.2	Elect Director Thomas J. Baltimore, Jr.	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.						
1.3	Elect Director Madeline S. Bell	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeleine Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights.						
1.4	Elect Director Edward D. Breen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Gerald L. Hassell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Jeffrey A. Honickman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeleine Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights.						
1.7	Elect Director Maritza G. Montiel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Asuka Nakahara	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director David C. Novak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Comcast Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Brian L. Roberts	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Approve 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.						
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price is reasonable, the shares reserved is relatively conservative, and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.						
5	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. Annual and long-term incentives are primarily based on financial performance and long-term incentives utilize multi-year performance periods. However, there is a lack of disclosure in terms of the annual and long-term incentive targets.						
6	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
7	Oversee and Report on a Racial Equity Audit	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as it would strengthen the company's commitment towards addressing diversity, equity, and inclusion efforts in its business operations and ventures. In addition, it would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.						
8	Report on Climate Risk in Retirement Plan Options	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.						
9	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change-related risks.						
10	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company s congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.						
11	Report on Risks Related to Operations in China	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to provide shareholders with sufficient disclosure to understand to what extent corporate operations depend on China.						

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Comcast Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/02/2023	Auto-Approved 06/02/2023		6,833	6,833
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 06/02/2023	Auto-Approved 06/02/2023		98	98
					Total Shares:	**6,931**	**6,931**

FTI Consulting, Inc.

Meeting Date: 06/07/2023 **Country:** USA **Ticker:** FCN **Proxy Level:** 3

Record Date: 03/09/2023 **Meeting Type:** Annual **Meeting ID:** 1748568

Primary Security ID: 302941109 **Primary CUSIP:** 302941109 **Primary ISIN:** US3029411093 **Primary SEDOL:** 2351449

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

Votable Shares: 46 ***Shares on Loan:** 0 **Shares Instructed:** 46 **Shares Voted:** 46

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brenda J. Bacon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Mark S. Bartlett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Elsy Boglioli	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Claudio Costamagna	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Nicholas C. Fanandakis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Steven H. Gunby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Gerard E. Holthaus	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Stephen C. Robinson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Laureen E. Seeger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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FTI Consulting, 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: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		46	46
					Total Shares:	**46**	**46**

MarketAxess Holdings Inc.

Meeting Date: 06/07/2023 **Country:** USA **Ticker:** MKTX **Proxy Level:** 3

Record Date: 04/10/2023 **Meeting Type:** Annual **Meeting ID:** 1751059

Primary Security ID: 57060D108 **Primary CUSIP:** 57060D108 **Primary ISIN:** US57060D1081 **Primary SEDOL:** B03Q9D0

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

Votable Shares: 90 ***Shares on Loan:** 0 **Shares Instructed:** 90 **Shares Voted:** 90

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. McVey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Christopher R. Concannon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Nancy Altobello	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Steven L. Begleiter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Stephen P. Casper	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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MarketAxess Holdings Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Jane Chwick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director William F. Cruger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Kourtney Gibson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Richard G. Ketchum	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Emily H. Portney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Richard L. Prager	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.68 percent of the fees paid to the auditor are for non-audit purposes.						
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. Concerns regarding the discretionary nature of the STI plan are mitigated as below target payouts were commensurate with the operating performance. In addition, half the equity awards are targeted to be performance-based.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/18/2023	Auto-Approved 05/18/2023		90	90
					Total Shares:	**90**	**90**

Procore Technologies, Inc.

Meeting Date: 06/07/2023 **Country:** USA **Ticker:** PCOR **Proxy Level:** 3

Record Date: 04/13/2023 **Meeting Type:** Annual **Meeting ID:** 1751197

Primary Security ID: 74275K108 **Primary CUSIP:** 74275K108 **Primary ISIN:** US74275K1088 **Primary SEDOL:** BLH11J8

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

Procore Technologies, Inc.

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

Votable Shares: 1,833 ***Shares on Loan:** 0 **Shares Instructed:** 1,833 **Shares Voted:** 1,833

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Craig F. Courtemanche, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.						
1.2	Elect Director Kathryn A. Bueker	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.						
1.3	Elect Director Nanci E. Caldwell	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.WITHHOLD votes are warranted for Nominating Committee member Nanci Caldwell for failure to establish racial or ethnic diversity on the board.WITHHOLD votes are further warranted for Governance Committee member Nanci Caldwell 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 impacts shareholder rights.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,833	1,833
			05/22/2023	05/22/2023			
					Total Shares:	**1,833**	**1,833**

Science Applications International Corporation

Meeting Date: 06/07/2023 **Country:** USA **Ticker:** SAIC **Proxy Level:** 3

Record Date: 04/10/2023 **Meeting Type:** Annual **Meeting ID:** 1751086

Primary Security ID: 808625107 **Primary CUSIP:** 808625107 **Primary ISIN:** US8086251076 **Primary SEDOL:** BDTZZG7

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

Votable Shares: 894 ***Shares on Loan:** 0 **Shares Instructed:** 894 **Shares Voted:** 894

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Garth N. Graham	Mgmt	Yes	For	For	For	For

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Science Applications International Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Carolyn B. Handlon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Yvette M. Kanouff	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Nazzic S. Keene	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Timothy J. Mayopoulos	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Katharina G. McFarland	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Milford W. McGuirt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Donna S. Morea	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director James C. Reagan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Steven R. Shane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.94 percent of the fees paid to the auditor are for non-audit purposes.						
4	Approve 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.						
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Science Applications International Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/18/2023	Auto-Approved 05/18/2023		894	894
					Total Shares:	**894**	**894**

Ultragenyx Pharmaceutical Inc.

Meeting Date: 06/07/2023 **Country:** USA **Ticker:** RARE **Proxy Level:** 3

Record Date: 04/17/2023 **Meeting Type:** Annual **Meeting ID:** 1749146

Primary Security ID: 90400D108 **Primary CUSIP:** 90400D108 **Primary ISIN:** US90400D1081 **Primary SEDOL:** BJ62Z18

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

Votable Shares: 818 ***Shares on Loan:** 0 **Shares Instructed:** 818 **Shares Voted:** 818

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Emil D. Kakkis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Shehnaaz Suliman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Daniel G. Welch	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.						
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 equity program is estimated to be excessively dilutive (overriding factor). - The plan cost is excessive. - The plan allows broad discretion to accelerate vesting.						
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The shares reserved is relatively conservative; and - The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.61 percent of the fees paid to the auditor are for non-audit purposes.						
5	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Ultragenyx Pharmaceutical Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		818	818
			05/24/2023	05/24/2023			
					Total Shares:	**818**	**818**

Bath & Body Works, Inc.

Meeting Date: 06/08/2023 **Country:** USA **Ticker:** BBWI **Proxy Level:** 3

Record Date: 04/10/2023 **Meeting Type:** Annual **Meeting ID:** 1745998

Primary Security ID: 070830104 **Primary CUSIP:** 070830104 **Primary ISIN:** US0708301041 **Primary SEDOL:** BNNTGJ5

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

Votable Shares: 259 ***Shares on Loan:** 0 **Shares Instructed:** 259 **Shares Voted:** 259

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Patricia S. Bellinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Alessandro Bogliolo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Gina R. Boswell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Lucy O. Brady	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Francis A. Hondal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Thomas J. Kuhn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Danielle M. Lee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Michael G. Morris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Sarah E. Nash	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Juan Rajlin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Stephen D. Steinour	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Bath & Body Works, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director J.K. Symancyk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.13	Elect Director Steven E. Voskuil	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.61 percent of the fees paid to the auditor are for non-audit purposes.						
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. Sarah Nash, who served as Executive Chair and Interim CEO during 2022 received a significant stock award that raises concerns. While the company provides a clear rationale for the award and why it was entirely time-based, the overall magnitude of the grant is of particular concern. Specifically, it resulted in her total pay being more than double total pay of the company's peer median CEO pay, which can be costly to shareholders in terms of overall compensation expense.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Require Independent Board Chair	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/18/2023	Auto-Approved 05/18/2023		259	259
					Total Shares:	**259**	**259**

Brighthouse Financial, Inc.

Meeting Date: 06/08/2023 **Country:** USA **Ticker:** BHF **Proxy Level:** 3

Record Date: 04/10/2023 **Meeting Type:** Annual **Meeting ID:** 1751809

Primary Security ID: 10922N103 **Primary CUSIP:** 10922N103 **Primary ISIN:** US10922N1037 **Primary SEDOL:** BF429K9

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

Votable Shares: 446 ***Shares on Loan:** 0 **Shares Instructed:** 446 **Shares Voted:** 446

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Philip V. (Phil) Bancroft	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Brighthouse Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Irene Chang Britt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director C. Edward (Chuck) Chaplin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Stephen C. (Steve) Hooley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Carol D. Juel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Eileen A. Mallesch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Diane E. Offereins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Eric T. Steigerwalt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Paul M. Wetzel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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.						
4	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/26/2023	Auto-Approved 05/26/2023		446	446
					Total Shares:	**446**	**446**

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Columbia Sportswear Company

Meeting Date: 06/08/2023 **Country:** USA **Ticker:** COLM **Proxy Level:** 3

Record Date: 04/04/2023 **Meeting Type:** Annual **Meeting ID:** 1751079

Primary Security ID: 198516106 **Primary CUSIP:** 198516106 **Primary ISIN:** US1985161066 **Primary SEDOL:** 2229126

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

Votable Shares: 1,050 ***Shares on Loan:** 0 **Shares Instructed:** 1,050 **Shares Voted:** 1,050

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy P. Boyle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Stephen E. Babson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Andy D. Bryant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director John W. Culver	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Kevin Mansell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Ronald E. Nelson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Christiana Smith Shi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Sabrina L. Simmons	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Malia H. Wasson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.18 percent of the fees paid to the auditor are for non-audit purposes.						
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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Columbia Sportswear Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,050	1,050
			05/09/2023	05/09/2023			
					Total Shares:	**1,050**	**1,050**

CoStar Group, Inc.

Meeting Date: 06/08/2023 **Country:** USA **Ticker:** CSGP **Proxy Level:** 3

Record Date: 04/11/2023 **Meeting Type:** Annual **Meeting ID:** 1752779

Primary Security ID: 22160N109 **Primary CUSIP:** 22160N109 **Primary ISIN:** US22160N1090 **Primary SEDOL:** 2262864

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 7,496 ***Shares on Loan:** 0 **Shares Instructed:** 7,496 **Shares Voted:** 7,496

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Andrew C. Florance	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Michael J. Glosserman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director John W. Hill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Laura Cox Kaplan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Robert W. Musslewhite	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Christopher J. Nassetta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Louise S. Sams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

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CoStar 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	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; - The company maintains a modified single trigger change-in-control agreement provision; and - The company provides for change-in-control excise tax gross-up payments.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from increased transparency on the company's efforts to manage the risks and opportunities associated with climate change and the transition to a low-carbon economy.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/29/2023	Auto-Approved 05/29/2023		90	90
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/29/2023	Auto-Approved 05/29/2023		7,406	7,406
					Total Shares:	**7,496**	**7,496**

Datadog, Inc.

Meeting Date: 06/08/2023 **Country:** USA **Ticker:** DDOG **Proxy Level:** 3

Record Date: 04/11/2023 **Meeting Type:** Annual **Meeting ID:** 1748060

Primary Security ID: 23804L103 **Primary CUSIP:** 23804L103 **Primary ISIN:** US23804L1035 **Primary SEDOL:** BKT9Y49

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

Votable Shares: 3,718 ***Shares on Loan:** 0 **Shares Instructed:** 3,718 **Shares Voted:** 3,718

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Olivier Pomel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Dev Ittycheria	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Dev Ittycheria, and Shardul Shah given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee, Olivier Pomel, is warranted.						
1c	Elect Director Shardul Shah	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Dev Ittycheria, and Shardul Shah given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee, Olivier Pomel, is warranted.						

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

Datadog, 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: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/25/2023	Auto-Approved 05/25/2023		3,718	3,718
					Total Shares:	**3,718**	**3,718**

Digital Realty Trust, Inc.

Meeting Date: 06/08/2023 **Country:** USA **Ticker:** DLR **Proxy Level:** 3

Record Date: 04/06/2023 **Meeting Type:** Annual **Meeting ID:** 1754179

Primary Security ID: 253868103 **Primary CUSIP:** 253868103 **Primary ISIN:** US2538681030 **Primary SEDOL:** B03GQS4

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

Votable Shares: 1,058 ***Shares on Loan:** 0 **Shares Instructed:** 1,058 **Shares Voted:** 1,058

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alexis Black Bjorlin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director VeraLinn 'Dash' Jamieson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Kevin J. Kennedy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director William G. LaPerch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Jean F.H.P. Mandeville	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Afshin Mohebbi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Digital Realty Trust, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Mark R. Patterson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Mary Hogan Preusse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Andrew P. Power	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.27 percent of the fees paid to the auditor are for non-audit purposes.						
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, annual incentives were primarily based on pre-set objective targets and a majority of the long-term incentives are performance contingent.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Report on Risks Associated with Use of Concealment Clauses	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on its employees may bring information to light that could result in improved employee recruitment, development, and retention.						
6	Report on Whether Company Policies Reinforce Racism in Company Culture	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's existing diversity and inclusion initiatives.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/26/2023	Auto-Approved 05/26/2023		1,058	1,058
					Total Shares:	**1,058**	**1,058**

Exact Sciences Corporation

Meeting Date: 06/08/2023 **Country:** USA **Ticker:** EXAS **Proxy Level:** 3

Record Date: 04/13/2023 **Meeting Type:** Annual **Meeting ID:** 1750533

Primary Security ID: 30063P105 **Primary CUSIP:** 30063P105 **Primary ISIN:** US30063P1057 **Primary SEDOL:** 2719951

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

Exact Sciences Corporation

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

Votable Shares: 151 ***Shares on Loan:** 0 **Shares Instructed:** 151 **Shares Voted:** 151

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director D. Scott Coward	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director James Doyle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Freda Lewis-Hall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Kathleen Sebelius	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; - The company maintains a single trigger change-in-control agreement provision; and - The company maintains an auto-accelerated equity vesting change-in-control provision.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	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.						
6	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/24/2023	Auto-Approved 05/24/2023		151	151
					Total Shares:	**151**	**151**

Salesforce, Inc.

Meeting Date: 06/08/2023 **Country:** USA **Ticker:** CRM **Proxy Level:** 3

Record Date: 04/14/2023 **Meeting Type:** Annual **Meeting ID:** 1752603

Primary Security ID: 79466L302 **Primary CUSIP:** 79466L302 **Primary ISIN:** US79466L3024 **Primary SEDOL:** 2310525

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

Salesforce, Inc.

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

Votable Shares: 1,562 ***Shares on Loan:** 0 **Shares Instructed:** 1,562 **Shares Voted:** 1,562

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Laura Alber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Craig Conway	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Arnold Donald	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Parker Harris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Neelie Kroes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Sachin Mehra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director G. Mason Morfit	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Oscar Munoz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director John V. Roos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Robin Washington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Maynard Webb	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Susan Wojcicki	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 15.40 percent of the fees paid to the auditor are for non-audit purposes.						

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Salesforce, Inc.

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	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
6	Require Independent Board Chair	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.						
7	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted given that Salesforce discloses its limitations on directors' outside activities, and there are no concerns with overboarding at Salesforce.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/26/2023	Auto-Approved 05/26/2023		1,562	1,562
					Total Shares:	**1,562**	**1,562**

Sarepta Therapeutics, Inc.

Meeting Date: 06/08/2023 **Country:** USA **Ticker:** SRPT **Proxy Level:** 3

Record Date: 04/14/2023 **Meeting Type:** Annual **Meeting ID:** 1749105

Primary Security ID: 803607100 **Primary CUSIP:** 803607100 **Primary ISIN:** US8036071004 **Primary SEDOL:** B8DPDT7

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

Votable Shares: 871 ***Shares on Loan:** 0 **Shares Instructed:** 871 **Shares Voted:** 871

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard J. Barry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director M. Kathleen Behrens	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Stephen L. Mayo	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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Sarepta Therapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Claude Nicaise	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. There are significant concerns surrounding the company's decision to amend the CEO's performance option award, originally granted in 2017 with a five-year performance period, to extend the performance period for an additional three years. The amendment resulted in significant incremental value for the award, and diminished the at-risk nature of the original award by allowing for additional chances to earn the award that otherwise would not have been earned in full. In addition to these concerns, a substantial portion of LTI awards to other NEOs lack performance conditions.						
3	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.						
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	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.						
5	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
6	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 18.87 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/25/2023	Auto-Approved 05/25/2023		871	871
					Total Shares:	**871**	**871**

Garmin Ltd.

Meeting Date: 06/09/2023 **Country:** Switzerland **Ticker:** GRMN **Proxy Level:** N/A

Record Date: 04/14/2023 **Meeting Type:** Annual **Meeting ID:** 1748655

Primary Security ID: H2906T109 **Primary CUSIP:** H2906T109 **Primary ISIN:** CH0114405324 **Primary SEDOL:** B3Z5T14

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

Votable Shares: 207 ***Shares on Loan:** 0 **Shares Instructed:** 207 **Shares Voted:** 207

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this routine item is warranted.						

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Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR the allocation of income resolutions are warranted.						
3	Approve Dividends	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR the allocation of income resolutions are warranted.						
4	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.						
5a	Elect Director Jonathan C. Burrell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
5b	Elect Director Joseph J. Hartnett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
5c	Elect Director Min H. Kao	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
5d	Elect Director Catherine A. Lewis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
5e	Elect Director Charles W. Peffer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
5f	Elect Director Clifton A. Pemble	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
6	Elect Min H. Kao as Board Chairman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the election of Min Kao as chair of the board is warranted.						
7a	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the election of Joseph Hartnett, Charles Peffer, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Peffer, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.						
7b	Appoint Joseph J. Hartnett as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the election of Joseph Hartnett, Charles Peffer, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Peffer, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.						
7c	Appoint Catherine A. Lewis as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the election of Joseph Hartnett, Charles Peffer, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Peffer, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.						

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Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7d	Appoint Charles W. Peffer as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the election of Joseph Hartnett, Charles Peffer, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Peffer, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.						
8	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concerns.						
9	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
10	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 CEO pay and company performance are reasonably aligned at this time. Nevertheless, shareholders may continue to prefer that the company utilize a multi-year performance period for the performance-based RSUs to better align pay with long-term company performance.						
11	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
12	Advisory Vote on the Swiss Statutory Compensation Report	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: As the company is reporting as a U.S. domestic issuer and given that a focus of this proposal is on top executive pay, the recommendation for this proposal is aligned with the U.S. say-on-pay analysis (Item 10). Accordingly, a vote FOR this proposal is warranted.						
13	Approve Fiscal Year 2024 Maximum Aggregate Compensation for the Executive Management	Mgmt	Yes	For	For	For	For
	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 FOR this proposal is warranted.						
14	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2023 AGM and the 2024 AGM	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount is broadly in line with market practice.						
15	Cancel Repurchased Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposed share capital reduction is warranted due to a lack of concerns.						
16	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The plan's purchase price is at least 85 percent of fair market value, the offering period is not longer than 27 months, and the number of shares allocated to the plan is not more than 10 percent of outstanding shares.						

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Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
17	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	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.						
18	Approve Reduction of Par Value	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted due to a lack of concerns.						
19	Approve Conversion of Currency of the Share Capital from CHF to USD	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because the change in share capital currency does not raise significant concerns.						
20	Amend Articles to Reflect Changes in Capital	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the share issuance request is limited to 20 percent of issued share capital.						
21	Amend Articles Re: Addressing Shares, Shareholder Rights and General Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory requirements.						
22	Amend Articles Re: Addressing Board, Compensation and Related Matters	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory requirements.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/24/2023	Auto-Approved 05/24/2023		207	207
					Total Shares:	**207**	**207**

Matador Resources Company

Meeting Date: 06/09/2023 **Country:** USA **Ticker:** MTDR **Proxy Level:** 3

Record Date: 04/12/2023 **Meeting Type:** Annual **Meeting ID:** 1752662

Primary Security ID: 576485205 **Primary CUSIP:** 576485205 **Primary ISIN:** US5764852050 **Primary SEDOL:** B7MSLL8

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

Votable Shares: 2,882 ***Shares on Loan:** 0 **Shares Instructed:** 2,882 **Shares Voted:** 2,882

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph Wm. Foran	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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

Matador Resources Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Reynald A. Baribault	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Timothy E. Parker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Shelley F. Appel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.52 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/19/2023	Auto-Approved 05/19/2023		2,882	2,882
					Total Shares:	**2,882**	**2,882**

Natera, Inc.

Meeting Date: 06/09/2023 **Country:** USA **Ticker:** NTRA **Proxy Level:** 3

Record Date: 04/10/2023 **Meeting Type:** Annual **Meeting ID:** 1747347

Primary Security ID: 632307104 **Primary CUSIP:** 632307104 **Primary ISIN:** US6323071042 **Primary SEDOL:** BYQRG48

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

Votable Shares: 578 ***Shares on Loan:** 0 **Shares Instructed:** 578 **Shares Voted:** 578

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rowan Chapman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Rowan Chapman, Herman (Herm) Rosenman, and Jonathan Sheena given that the board failed 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 impacts shareholder rights.						
1.2	Elect Director Herm Rosenman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Rowan Chapman, Herman (Herm) Rosenman, and Jonathan Sheena given that the board failed 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 impacts shareholder rights.						

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Natera, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Jonathan Sheena	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Rowan Chapman, Herman (Herm) Rosenman, and Jonathan Sheena given that the board failed 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 impacts shareholder rights.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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. In addition, the compensation committee demonstrated sufficient responsiveness to shareholder concerns following last year's low say-on-pay support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/30/2023	Auto-Approved 05/30/2023		578	578
					Total Shares:	**578**	**578**

Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/09/2023 **Country:** USA **Ticker:** REGN **Proxy Level:** 3

Record Date: 04/11/2023 **Meeting Type:** Annual **Meeting ID:** 1748026

Primary Security ID: 75886F107 **Primary CUSIP:** 75886F107 **Primary ISIN:** US75886F1075 **Primary SEDOL:** 2730190

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

Votable Shares: 157 ***Shares on Loan:** 0 **Shares Instructed:** 157 **Shares Voted:** 157

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph L. Goldstein	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Votes AGAINST governance committee members Christine Poon and Joseph Goldstein are warranted given the board's failure to remove or subject to a reasonable sunset requirement the company's dual-class capital structure. A vote FOR all other director nominees is warranted.						
1b	Elect Director Christine A. Poon	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Votes AGAINST governance committee members Christine Poon and Joseph Goldstein are warranted given the board's failure to remove or subject to a reasonable sunset requirement the company's dual-class capital structure. A vote FOR all other director nominees is warranted.						
1c	Elect Director Craig B. Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Huda Y. Zoghbi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Regeneron Pharmaceuticals, 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: A vote FOR this item is warranted because only 2.74 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A voter FOR this proposal is warranted although concerns remain. The STI and LTI plans lack rigorous objective performance conditions. Although CEO pay and company performance were reasonably aligned, shareholders should continue to monitor the company's compensation practices.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		157	157
			05/26/2023	05/26/2023			
					Total Shares:	**157**	**157**

Shift4 Payments, Inc.

Meeting Date: 06/09/2023 **Country:** USA **Ticker:** FOUR **Proxy Level:** 3

Record Date: 04/17/2023 **Meeting Type:** Annual **Meeting ID:** 1754421

Primary Security ID: 82452J109 **Primary CUSIP:** 82452J109 **Primary ISIN:** US82452J1097 **Primary SEDOL:** BLF0L75

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

Votable Shares: 2,223 ***Shares on Loan:** 0 **Shares Instructed:** 2,223 **Shares Voted:** 2,223

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sam Bakhshandehpour	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Jonathan Halkyard	Mgmt	Yes	For	Withhold	Withhold	Withhold
	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.WITHHOLD votes are warranted for Governance Committee member Jonathan Halkyard given the board's failure to remove, or subject to sunset requirement, the multi-class capital structure with unequal voting rights and the classified board structure, each of which adversely impacts shareholder rights. WITHHOLD votes are also warranted for Audit Committee member Jonathan Halkyard for concerns regarding risk oversight in light of the pledging of a significant amount of the company's stock. A vote FOR the remaining director nominees is warranted.						

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Shift4 Payments, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Donald Isaacman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 33.93 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						
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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/26/2023	Auto-Approved 05/26/2023		2,223	2,223
					Total Shares:	**2,223**	**2,223**

Keurig Dr Pepper Inc.

Meeting Date: 06/12/2023 **Country:** USA **Ticker:** KDP **Proxy Level:** 3

Record Date: 04/13/2023 **Meeting Type:** Annual **Meeting ID:** 1754274

Primary Security ID: 49271V100 **Primary CUSIP:** 49271V100 **Primary ISIN:** US49271V1008 **Primary SEDOL:** BD3W133

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

Votable Shares: 1,012 ***Shares on Loan:** 0 **Shares Instructed:** 1,012 **Shares Voted:** 1,012

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Robert Gamgort	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director.						
1B	Elect Director Oray Boston	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director.						
1C	Elect Director Olivier Goudet	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1D	Elect Director Peter Harf	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1E	Elect Director Juliette Hickman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director.						
1F	Elect Director Paul Michaels	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director.						

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Keurig Dr Pepper Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1G	Elect Director Pamela Patsley	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director.						
1H	Elect Director Lubomira Rochet	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1I	Elect Director Debra Sandler	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1J	Elect Director Robert Singer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director.						
1K	Elect Director Larry Young	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director.						
2	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.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 22.34 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/23/2023	Auto-Approved 05/23/2023		1,012	1,012
					Total Shares:	**1,012**	**1,012**

Block, Inc.

Meeting Date: 06/13/2023 **Country:** USA **Ticker:** SQ **Proxy Level:** 3

Record Date: 04/20/2023 **Meeting Type:** Annual **Meeting ID:** 1754193

Primary Security ID: 852234103 **Primary CUSIP:** 852234103 **Primary ISIN:** US8522341036 **Primary SEDOL:** BYNZGK1

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 9,711 ***Shares on Loan:** 0 **Shares Instructed:** 9,711 **Shares Voted:** 9,711

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roelof Botha	Mgmt	Yes	For	For	Withhold	Withhold

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Block, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Amy Brooks	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Amy Brooks:- for failing 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 impacts shareholder rights; and- for maintaining a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.						
1.3	Elect Director Shawn Carter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director James McKelvey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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: A vote FOR this item is warranted because only 5.85 percent of the fees paid to the auditor are for non-audit purposes.						
4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/30/2023	Auto-Approved 05/30/2023		743	743
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/30/2023	Auto-Approved 05/30/2023		8,968	8,968
					Total Shares:	**9,711**	**9,711**

Caesars Entertainment, Inc.

Meeting Date: 06/13/2023 **Country:** USA **Ticker:** CZR **Proxy Level:** 3

Record Date: 04/17/2023 **Meeting Type:** Annual **Meeting ID:** 1753442

Primary Security ID: 12769G100 **Primary CUSIP:** 12769G100 **Primary ISIN:** US12769G1004 **Primary SEDOL:** BMWWGB0

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

Votable Shares: 2,515 ***Shares on Loan:** 0 **Shares Instructed:** 2,515 **Shares Voted:** 2,515

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary L. Carano	Mgmt	Yes	For	For	Withhold	Withhold

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Caesars Entertainment, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1.2	Elect Director Bonnie S. Biumi	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1.3	Elect Director Jan Jones Blackhurst	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1.4	Elect Director Frank J. Fahrenkopf	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.5	Elect Director Don R. Kornstein	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1.6	Elect Director Courtney R. Mather	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1.7	Elect Director Michael E. Pegram	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1.8	Elect Director Thomas R. Reeg	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
1.9	Elect Director David P. Tomick	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.						
2	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 quantitative pay-for-performance misalignment has been identified for the year in review, and sufficient mitigating factors have not been identified. The increase in total CEO pay is primarily driven by a special, one-time equity award granted to the CEO. While it is positive that the CEO's one-time equity award is entirely performance-based, there is concern identified with respect to the relatively short sustainment period, particularly for a large, one-time award. Specifically, the stock price performance-vesting condition is based on exceeding certain share price hurdles for 20 consecutive days, without requiring long-term sustained stock price appreciation through the end of the performance period. Moreover, the company's off-cycle grant frequency raises concerns, as the CEO previously received an off-cycle award in August 2020. Additional concerns were identified, as a portion of PSUs vest based on annually set adjusted EBITDA goals. While the results are averaged at the end of the three-year performance period, the use of annually-set goals with an annual measurement under the LTI raises concerns. These concerns are magnified as it overlaps with the same metric, target and performance period under the STI program. Further, the relative TSR metric is not particularly rigorous, given that it targets merely median performance. Finally, the CEO continues to receive a relatively high base salary, which has an augmenting effect on incentive opportunities targeted as a percentage of salary.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.52 percent of the fees paid to the auditor are for non-audit purposes.						
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For

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Caesars Entertainment, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Report on Political Contributions and Expenditures	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as increased disclosure of the company's indirect political contributions through all trade associations and other tax-exempt organizations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.						
6	Disclose Board Skills and Diversity Matrix	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because a board matrix would enhance transparency and would provide shareholders with a better tool to assess the quality of Caesars's board and to evaluate its director nominees.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 06/01/2023	Auto-Approved 06/01/2023		2,515	2,515
					Total Shares:	**2,515**	**2,515**

Dollar Tree, Inc.

Meeting Date: 06/13/2023 **Country:** USA **Ticker:** DLTR **Proxy Level:** 3

Record Date: 04/14/2023 **Meeting Type:** Annual **Meeting ID:** 1755219

Primary Security ID: 256746108 **Primary CUSIP:** 256746108 **Primary ISIN:** US2567461080 **Primary SEDOL:** 2272476

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

Votable Shares: 454 ***Shares on Loan:** 0 **Shares Instructed:** 454 **Shares Voted:** 454

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard W. Dreiling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Cheryl W. Grise	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Daniel J. Heinrich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Paul C. Hilal	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Edward J. Kelly, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Mary A. Laschinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Jeffrey G. Naylor	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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Dollar Tree, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Winnie Y. Park	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Bertram L. Scott	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Stephanie P. Stahl	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. There are significant concerns raised by the size of new Executive Chairman and CEO Dreiling's equity awards, which the company values at $135.6 million, approximately 11.5 times the median total CEO pay at ISS-selected peers. These concerns are magnified as the award consists entirely of time-based stock options.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Report on Economic and Social Risks of Compensation and Workforce Practices and Any Impact on Diversified Shareholders	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the socioeconomic costs of low wages and inequality, as well as their effect on the economy and diversified shareholders would enable shareholders to understand and assess how the company is managing related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/01/2023	Auto-Approved 06/01/2023		454	454
					Total Shares:	**454**	**454**

Five Below, Inc.

Meeting Date: 06/13/2023 **Country:** USA **Ticker:** FIVE **Proxy Level:** 3

Record Date: 04/18/2023 **Meeting Type:** Annual **Meeting ID:** 1755859

Primary Security ID: 33829M101 **Primary CUSIP:** 33829M101 **Primary ISIN:** US33829M1018 **Primary SEDOL:** B85KFY9

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

Five Below, Inc.

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

Votable Shares: 585 ***Shares on Loan:** 0 **Shares Instructed:** 585 **Shares Voted:** 585

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joel D. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Kathleen S. Barclay	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Thomas M. Ryan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.						
4	Amend Bylaws to Limit the Liability of Officers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is warranted, as the liability limitation provision permitted by Pennsylvania law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						
5	Amend Bylaws to Amend the Limitation of Liability of Directors Provision	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is warranted, as the liability limitation provision permitted by Pennsylvania law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/29/2023	Auto-Approved 05/29/2023		585	585
					Total Shares:	**585**	**585**

OneMain Holdings, Inc.

Meeting Date: 06/13/2023 **Country:** USA **Ticker:** OMF **Proxy Level:** 3

Record Date: 04/17/2023 **Meeting Type:** Annual **Meeting ID:** 1754361

Primary Security ID: 68268W103 **Primary CUSIP:** 68268W103 **Primary ISIN:** US68268W1036 **Primary SEDOL:** BYSZB89

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OneMain Holdings, Inc.

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

Votable Shares: 760 ***Shares on Loan:** 0 **Shares Instructed:** 760 **Shares Voted:** 760

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Phyllis R. Caldwell	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.						
1.2	Elect Director Roy A. Guthrie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	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.						
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	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.						
5	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as a majority vote standard for uncontested director elections will increase shareholder rights while improving director accountability.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		760	760
			06/01/2023	06/01/2023			
					Total Shares:	**760**	**760**

Roper Technologies, Inc.

Meeting Date: 06/13/2023 **Country:** USA **Ticker:** ROP **Proxy Level:** 3

Record Date: 04/19/2023 **Meeting Type:** Annual **Meeting ID:** 1753445

Primary Security ID: 776696106 **Primary CUSIP:** 776696106 **Primary ISIN:** US7766961061 **Primary SEDOL:** 2749602

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

Votable Shares: 259 ***Shares on Loan:** 0 **Shares Instructed:** 259 **Shares Voted:** 259

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Roper Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Amy Woods Brinkley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Irene M. Esteves	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director L. Neil Hunn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Robert D. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Thomas P. Joyce, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Laura G. Thatcher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Richard F. Wallman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Christopher Wright	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 annual incentives were entirely based on pre-set financial metrics, and the majority of equity awards were performance-conditioned and measured over a multi-year performance period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.94 percent of the fees paid to the auditor are for non-audit purposes.						
5	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/01/2023	Auto-Approved 06/01/2023		259	259

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Roper Technologies, Inc.

Total Shares:	**259**	**259**

Shockwave Medical, Inc.

Meeting Date: 06/13/2023	**Country:** USA	**Ticker:** SWAV	**Proxy Level:** 3
Record Date: 04/17/2023	**Meeting Type:** Annual	**Meeting ID:** 1747683	
Primary Security ID: 82489T104	**Primary CUSIP:** 82489T104	**Primary ISIN:** US82489T1043	**Primary SEDOL:** BHLNZ89
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 533	***Shares on Loan:** 0	**Shares Instructed:** 533	**Shares Voted:** 533

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director C. Raymond Larkin, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Charles (Ray) Larkin Jr. and Maria Sainz 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 impacts shareholder rights. A vote FOR the remaining director nominee, Laura Francis, is warranted.						
1.2	Elect Director Laura Francis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Maria Sainz	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Charles (Ray) Larkin Jr. and Maria Sainz 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 impacts shareholder rights. A vote FOR the remaining director nominee, Laura Francis, is warranted.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 6.07 percent of the fees paid to the auditor are for non-audit purposes.						
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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/24/2023	Auto-Approved 05/24/2023		533	533
				Total Shares:		**533**	**533**

10X Genomics, Inc.

Meeting Date: 06/14/2023	**Country:** USA	**Ticker:** TXG	**Proxy Level:** 3
Record Date: 04/19/2023	**Meeting Type:** Annual	**Meeting ID:** 1754341	
Primary Security ID: 88025U109	**Primary CUSIP:** 88025U109	**Primary ISIN:** US88025U1097	**Primary SEDOL:** BKS3RS7

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10X Genomics, Inc.

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

Votable Shares: 3,743 ***Shares on Loan:** 0 **Shares Instructed:** 3,743 **Shares Voted:** 3,743

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Benjamin J. Hindson	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST director nominees John Stuelpnagel, Serge Saxonov, and Benjamin Hindson is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights.						
1.2	Elect Director Serge Saxonov	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST director nominees John Stuelpnagel, Serge Saxonov, and Benjamin Hindson is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights.						
1.3	Elect Director John R. Stuelpnagel	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST director nominees John Stuelpnagel, Serge Saxonov, and Benjamin Hindson is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.45 percent of the fees paid to the auditor are for non-audit purposes.						
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 the unmitigated pay-for-performance misalignment. Disclosure of the underlying metrics and performance targets for annual incentives is limited, and final payouts appear to incorporate significant committee discretion. In addition, while the CEO's retention award is entirely performance conditioned, concern is raised regarding the overall magnitude of his equity awards, which is greater than double the median total pay for CEOs in the company-selected peer group. Moreover, annual-cycle equity awards are entirely time-vesting.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/31/2023	Auto-Approved 05/31/2023		3,743	3,743
					Total Shares:	**3,743**	**3,743**

Best Buy Co., Inc.

Meeting Date: 06/14/2023 **Country:** USA **Ticker:** BBY **Proxy Level:** 3

Record Date: 04/17/2023 **Meeting Type:** Annual **Meeting ID:** 1755351

Primary Security ID: 086516101 **Primary CUSIP:** 086516101 **Primary ISIN:** US0865161014 **Primary SEDOL:** 2094670

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Best Buy Co., Inc.

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

Votable Shares: 141 ***Shares on Loan:** 0 **Shares Instructed:** 141 **Shares Voted:** 141

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Corie S. Barry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Lisa M. Caputo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director J. Patrick Doyle	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director David W. Kenny	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Mario J. Marte	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Karen A. McLoughlin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Claudia F. Munce	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Richelle P. Parham	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Steven E. Rendle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Sima D. Sistani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Melinda D. Whittington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Eugene A. Woods	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.17 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm. Concern also remains over relative TSR awards that target median performance and lack a disclosed payout cap for negative performance.						

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Best Buy Co., 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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/30/2023	Auto-Approved 05/30/2023		141	141
					Total Shares:	**141**	**141**

Dick's Sporting Goods, Inc.

Meeting Date: 06/14/2023 **Country:** USA **Ticker:** DKS **Proxy Level:** 3

Record Date: 04/17/2023 **Meeting Type:** Annual **Meeting ID:** 1756767

Primary Security ID: 253393102 **Primary CUSIP:** 253393102 **Primary ISIN:** US2533931026 **Primary SEDOL:** 2969637

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

Votable Shares: 123 ***Shares on Loan:** 0 **Shares Instructed:** 123 **Shares Voted:** 123

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark J. Barrenechea	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Emanuel Chirico	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director William J. Colombo	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Larry Fitzgerald Jr., Desiree Ralls-Morrison, and Larry Stone for maintaining a dual-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.						
1d	Elect Director Anne Fink	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Larry Fitzgerald, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Larry Fitzgerald Jr., Desiree Ralls-Morrison, and Larry Stone for maintaining a dual-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.						
1f	Elect Director Lauren R. Hobart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Sandeep Mathrani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Dick's Sporting Goods, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Desiree Ralls-Morrison	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Larry Fitzgerald Jr., Desiree Ralls-Morrison, and Larry Stone for maintaining a dual-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.						
1i	Elect Director Lawrence J. Schorr	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Larry Fitzgerald Jr., Desiree Ralls-Morrison, and Larry Stone for maintaining a dual-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.						
1j	Elect Director Edward W. Stack	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Larry D. Stone	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Larry Fitzgerald Jr., Desiree Ralls-Morrison, and Larry Stone for maintaining a dual-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.18 percent of the fees paid to the auditor are for non-audit purposes.						
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/31/2023	Auto-Approved 05/31/2023		123	123
					Total Shares:	**123**	**123**

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Fidelity National Financial, Inc.

Meeting Date: 06/14/2023 **Country:** USA **Ticker:** FNF **Proxy Level:** 3
Record Date: 04/21/2023 **Meeting Type:** Annual **Meeting ID:** 1752612
Primary Security ID: 31620R303 **Primary CUSIP:** 31620R303 **Primary ISIN:** US31620R3030 **Primary SEDOL:** BNBRDD4

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 573 ***Shares on Loan:** 0 **Shares Instructed:** 573 **Shares Voted:** 573

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William P. Foley, II	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Douglas K. Ammerman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.3	Elect Director Thomas M. Hagerty	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Peter O. Shea, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision;						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.52 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/02/2023	Auto-Approved 06/02/2023		573	573
					Total Shares:	**573**	**573**

Health Catalyst, Inc.

Meeting Date: 06/14/2023 **Country:** USA **Ticker:** HCAT **Proxy Level:** 3
Record Date: 04/17/2023 **Meeting Type:** Annual **Meeting ID:** 1752614
Primary Security ID: 42225T107 **Primary CUSIP:** 42225T107 **Primary ISIN:** US42225T1079 **Primary SEDOL:** BKLCX50

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

Health Catalyst, Inc.

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

Votable Shares: 5,325 ***Shares on Loan:** 0 **Shares Instructed:** 5,325 **Shares Voted:** 5,325

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Anita V. Pramoda	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Anita Pramoda and S. Dawn Smith 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 impacts shareholder rights.						
1.2	Elect Director S. Dawn Smith	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Anita Pramoda and S. Dawn Smith 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 impacts shareholder rights.						
2	Ratify Ernst & Young, LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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. In addition, the compensation committee demonstrated sufficient responsiveness to shareholder concerns following last year's failed say-on-pay proposal.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/31/2023	Auto-Approved 05/31/2023		5,325	5,325
					Total Shares:	**5,325**	**5,325**

Target Corporation

Meeting Date: 06/14/2023 **Country:** USA **Ticker:** TGT **Proxy Level:** 3

Record Date: 04/17/2023 **Meeting Type:** Annual **Meeting ID:** 1754831

Primary Security ID: 87612E106 **Primary CUSIP:** 87612E106 **Primary ISIN:** US87612E1064 **Primary SEDOL:** 2259101

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

Votable Shares: 464 ***Shares on Loan:** 0 **Shares Instructed:** 464 **Shares Voted:** 464

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director George S. Barrett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Target Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Gail K. Boudreaux	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Brian C. Cornell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Robert L. Edwards	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Donald R. Knauss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Christine A. Leahy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Monica C. Lozano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Grace Puma	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Derica W. Rice	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 11.60 percent of the fees paid to the auditor are for non-audit purposes.						
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. Annual incentives are primarily, and long-term incentives are entirely, performance-based.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Require Independent Board Chair	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Target Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/25/2023	Auto-Approved 05/25/2023		464	464
					Total Shares:	**464**	**464**

AbCellera Biologics Inc.

Meeting Date: 06/15/2023 **Country:** Canada **Ticker:** ABCL **Proxy Level:** 3

Record Date: 04/17/2023 **Meeting Type:** Annual **Meeting ID:** 1754387

Primary Security ID: 00288U106 **Primary CUSIP:** 00288U106 **Primary ISIN:** CA00288U1066 **Primary SEDOL:** BL53SR3

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

Votable Shares: 824 ***Shares on Loan:** 0 **Shares Instructed:** 824 **Shares Voted:** 824

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John S. Montalbano	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Peter Thiel	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST Governance Committee chair Peter Thiel is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board structure, which adversely impacts shareholder rights.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 12.24 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/24/2023	Auto-Approved 05/24/2023		824	824
					Total Shares:	**824**	**824**

Canadian Pacific Kansas City Limited

Meeting Date: 06/15/2023 **Country:** Canada **Ticker:** CP **Proxy Level:** 3

Record Date: 04/24/2023 **Meeting Type:** Annual **Meeting ID:** 1737111

Primary Security ID: 13646K108 **Primary CUSIP:** 13646K108 **Primary ISIN:** CA13646K1084 **Primary SEDOL:** BMBQR09

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Canadian Pacific Kansas City Limited

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

Votable Shares: 224 ***Shares on Loan:** 0 **Shares Instructed:** 224 **Shares Voted:** 224

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
2	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
3	Management Advisory Vote on Climate Change	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: While it is noted that efforts were undertaken over the last two years regarding its SBTi approved mid-term locomotive targets as well as non-locomotive mid-term targets based on SBTi guidelines (not SBTi approved) and the company's progress on its 2021 Climate Strategy, concerns remain with the proposed Management Advisory Vote on Climate Change. There is a continued absence and disclosure on the commitment to and of concrete Scope 3 targets. Additionally, the company has not fully committed to net zero by 2050. As such, votes AGAINST this plan are warranted.						
4.1	Elect Director John Baird	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST incumbent nominating committee members John Baird, Jane Peverett, Andrea Robertson and Gordon Trafton II are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.						
4.2	Elect Director Isabelle Courville	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes AGAINST incumbent nominating committee members John Baird, Jane Peverett, Andrea Robertson and Gordon Trafton II are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.						
4.3	Elect Director Keith E. Creel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes AGAINST incumbent nominating committee members John Baird, Jane Peverett, Andrea Robertson and Gordon Trafton II are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.						
4.4	Elect Director Gillian H. Denham	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes AGAINST incumbent nominating committee members John Baird, Jane Peverett, Andrea Robertson and Gordon Trafton II are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.						
4.5	Elect Director Antonio Garza	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes AGAINST incumbent nominating committee members John Baird, Jane Peverett, Andrea Robertson and Gordon Trafton II are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.						
4.6	Elect Director David Garza-Santos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes AGAINST incumbent nominating committee members John Baird, Jane Peverett, Andrea Robertson and Gordon Trafton II are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.						
4.7	Elect Director Edward R. Hamberger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes AGAINST incumbent nominating committee members John Baird, Jane Peverett, Andrea Robertson and Gordon Trafton II are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.						
4.8	Elect Director Janet H. Kennedy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes AGAINST incumbent nominating committee members John Baird, Jane Peverett, Andrea Robertson and Gordon Trafton II are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.						

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Canadian Pacific Kansas City Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4.9	Elect Director Henry J. Maier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes AGAINST incumbent nominating committee members John Baird, Jane Peverett, Andrea Robertson and Gordon Trafton II are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.						
4.10	Elect Director Matthew H. Paull	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes AGAINST incumbent nominating committee members John Baird, Jane Peverett, Andrea Robertson and Gordon Trafton II are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.						
4.11	Elect Director Jane L. Peverett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST incumbent nominating committee members John Baird, Jane Peverett, Andrea Robertson and Gordon Trafton II are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.						
4.12	Elect Director Andrea Robertson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST incumbent nominating committee members John Baird, Jane Peverett, Andrea Robertson and Gordon Trafton II are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.						
4.13	Elect Director Gordon T. Trafton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Votes AGAINST incumbent nominating committee members John Baird, Jane Peverett, Andrea Robertson and Gordon Trafton II are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/19/2023	Auto-Approved 05/19/2023		224	224
					Total Shares:	**224**	**224**

Delta Air Lines, Inc.

Meeting Date: 06/15/2023 **Country:** USA **Ticker:** DAL **Proxy Level:** 3

Record Date: 04/28/2023 **Meeting Type:** Annual **Meeting ID:** 1754403

Primary Security ID: 247361702 **Primary CUSIP:** 247361702 **Primary ISIN:** US2473617023 **Primary SEDOL:** B1W9D46

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,057 ***Shares on Loan:** 0 **Shares Instructed:** 0 **Shares Voted:** 0

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	
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Greg Creed	Mgmt	Yes	For	For	Against	
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						

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Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director David G. DeWalt	Mgmt	Yes	For	For	For	
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director William H. Easter, III	Mgmt	Yes	For	For	For	
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Leslie D. Hale	Mgmt	Yes	For	For	For	
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Christopher A. Hazleton	Mgmt	Yes	For	For	For	
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Michael P. Huerta	Mgmt	Yes	For	For	Against	
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Jeanne P. Jackson	Mgmt	Yes	For	For	Against	
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director George N. Mattson	Mgmt	Yes	For	For	Refer	
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, George Mattson, is further warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.						
1j	Elect Director Vasant M. Prabhu	Mgmt	Yes	For	For	For	
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Sergio A. L. Rial	Mgmt	Yes	For	For	Against	
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1l	Elect Director David S. Taylor	Mgmt	Yes	For	For	For	
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Kathy N. Waller	Mgmt	Yes	For	For	Against	
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	
	Voting Policy Rationale: A vote FOR this proposal is warranted. The company has largely reverted the pay programs to the pre-pandemic structures. Pay and performance are reasonably aligned for the year in review and annual incentives are based on objective metrics. The majority of equity awards are also performance-based.						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.01 percent of the fees paid to the auditor are for non-audit purposes.						

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Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	
	Voting Policy Rationale: A vote FOR this item is warranted. While the company's current severance arrangements are within market practice, the implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.						
6	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	SH	Yes	Against	For	For	
	Voting Policy Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company s management of related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Uninstructed				957	0
Socially Responsible Investing, 6728029075	6728029075	Uninstructed				100	0
					Total Shares:	**1,057**	**0**

Equity Residential

Meeting Date: 06/15/2023 **Country:** USA **Ticker:** EQR **Proxy Level:** 3

Record Date: 03/31/2023 **Meeting Type:** Annual **Meeting ID:** 1745996

Primary Security ID: 29476L107 **Primary CUSIP:** 29476L107 **Primary ISIN:** US29476L1070 **Primary SEDOL:** 2319157

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

Votable Shares: 1,550 ***Shares on Loan:** 0 **Shares Instructed:** 1,550 **Shares Voted:** 1,550

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Angela M. Aman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Linda Walker Bynoe	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.						
1.3	Elect Director Mary Kay Haben	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Tahsinul Zia Huque	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director John E. Neal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Equity Residential

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director David J. Neithercut	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Mark J. Parrell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Mark S. Shapiro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Stephen E. Sterrett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Samuel Zell - Withdrawn	Mgmt	No				
	Voting Policy Rationale: Withdrawn item						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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. CEO pay and company performance are reasonably aligned, annual incentives are primarily linked to pre-set financial metrics, and long-term incentives are completely performance-based.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/29/2023	Auto-Approved 05/29/2023		1,550	1,550
					Total Shares:	**1,550**	**1,550**

Evercore Inc.

Meeting Date: 06/15/2023 **Country:** USA **Ticker:** EVR **Proxy Level:** 3

Record Date: 04/21/2023 **Meeting Type:** Annual **Meeting ID:** 1754382

Primary Security ID: 29977A105 **Primary CUSIP:** 29977A105 **Primary ISIN:** US29977A1051 **Primary SEDOL:** B1BHXZ2

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,051 ***Shares on Loan:** 0 **Shares Instructed:** 1,051 **Shares Voted:** 1,051

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Roger C. Altman	Mgmt	Yes	For	For	For	For

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Evercore Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Richard I. Beattie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Pamela G. Carlton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Ellen V. Futter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Gail B. Harris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Robert B. Millard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Willard J. Overlock, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Simon M. Robertson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director John S. Weinberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director William J. Wheeler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Sarah K. Williamson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/30/2023	Auto-Approved 05/30/2023		100	100
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/30/2023	Auto-Approved 05/30/2023		951	951

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

Evercore Inc.

Total Shares:	**1,051**	**1,051**

GameStop Corp.

Meeting Date: 06/15/2023	**Country:** USA	**Ticker:** GME	**Proxy Level:** 3
Record Date: 04/21/2023	**Meeting Type:** Annual	**Meeting ID:** 1755380	
Primary Security ID: 36467W109	**Primary CUSIP:** 36467W109	**Primary ISIN:** US36467W1099	**Primary SEDOL:** B0LLFT5
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 341	***Shares on Loan:** 0	**Shares Instructed:** 341	**Shares Voted:** 341

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Matthew (Matt) Furlong	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Alain (Alan) Attal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Lawrence (Larry) Cheng	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Ryan Cohen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director James (Jim) Grube	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Yang Xu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 16.22 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/02/2023	Auto-Approved 06/02/2023		341	341
				Total Shares:		**341**	**341**

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GameStop Corp.

IAC Inc.

Meeting Date: 06/15/2023	**Country:** USA	**Ticker:** IAC	**Proxy Level:** 3
Record Date: 04/21/2023	**Meeting Type:** Annual	**Meeting ID:** 1754785	
Primary Security ID: 44891N208	**Primary CUSIP:** 44891N208	**Primary ISIN:** US44891N2080	**Primary SEDOL:** BNDYF48
	Total Ballots: 2	**Voting Policy:** UUA	
Votable Shares: 2,350	***Shares on Loan:** 0	**Shares Instructed:** 2,350	**Shares Voted:** 2,350

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chelsea Clinton	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% 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 all incumbent director nominees, in the absence of a governance committee, given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.						
1b	Elect Director Barry Diller	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% 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 all incumbent director nominees, in the absence of a governance committee, given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.						
1c	Elect Director Michael D. Eisner	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.WITHHOLD votes are warranted for all incumbent director nominees, in the absence of a governance committee, given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.						
1d	Elect Director Bonnie S. Hammer	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.WITHHOLD votes are warranted for all incumbent director nominees, in the absence of a governance committee, given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.						
1e	Elect Director Victor A. Kaufman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.WITHHOLD votes are warranted for all incumbent director nominees, in the absence of a governance committee, given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.						
1f	Elect Director Joseph Levin	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% 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 all incumbent director nominees, in the absence of a governance committee, given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.						
1g	Elect Director Bryan Lourd	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.WITHHOLD votes are warranted for all incumbent director nominees, in the absence of a governance committee, given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.						

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IAC Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director David Rosenblatt	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% 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 all incumbent director nominees, in the absence of a governance committee, given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.						
1i	Elect Director Alan G. Spoon	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.WITHHOLD votes are warranted for all incumbent director nominees, in the absence of a governance committee, given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.						
1j	Elect Director Alexander von Furstenberg	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% 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 all incumbent director nominees, in the absence of a governance committee, given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.						
1k	Elect Director Richard F. Zannino	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% 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 all incumbent director nominees, in the absence of a governance committee, given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.						
2	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.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/02/2023	Auto-Approved 06/02/2023		122	122
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 06/02/2023	Auto-Approved 06/02/2023		2,228	2,228
					Total Shares:	**2,350**	**2,350**

Ingersoll Rand Inc.

Meeting Date: 06/15/2023 **Country:** USA **Ticker:** IR **Proxy Level:** 3

Record Date: 04/20/2023 **Meeting Type:** Annual **Meeting ID:** 1754384

Primary Security ID: 45687V106 **Primary CUSIP:** 45687V106 **Primary ISIN:** US45687V1061 **Primary SEDOL:** BL5GZ82

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Ingersoll Rand Inc.

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

Votable Shares: 346 ***Shares on Loan:** 0 **Shares Instructed:** 346 **Shares Voted:** 346

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicente Reynal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director William P. Donnelly	Mgmt	Yes	For	For	Against	Against
	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.						
1c	Elect Director Kirk E. Arnold	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Gary D. Forsee	Mgmt	Yes	For	For	Against	Against
	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.						
1e	Elect Director Jennifer Hartsock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director John Humphrey	Mgmt	Yes	For	For	Against	Against
	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.						
1g	Elect Director Marc E. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Mark Stevenson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Michael Stubblefield	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Tony L. White	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 30.22 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						
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. While annual incentives were based on financial performance, specific targets and actual quantified results were not disclosed, hindering investors' ability to analyze goal rigor. Further, for FY22, the committee used discretion to increase payouts, including to the CEO. More concerning however, is a special grant made to CEO Reynal, with limited rationale. While the award is contingent upon rigorous performance goals, the magnitude is outsized and grant values disclosed in proxy pay tables do not yet include additional stock options that were granted in early 2023. The award also appears to be made in addition to regular annual grants, as the CEO also received an annual equity award in FY22.						

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Ingersoll Rand 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 an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/31/2023	Auto-Approved 05/31/2023		346	346
					Total Shares:	**346**	**346**

Monolithic Power Systems, Inc.

Meeting Date: 06/15/2023 **Country:** USA **Ticker:** MPWR **Proxy Level:** 3

Record Date: 04/20/2023 **Meeting Type:** Annual **Meeting ID:** 1754839

Primary Security ID: 609839105 **Primary CUSIP:** 609839105 **Primary ISIN:** US6098391054 **Primary SEDOL:** B01Z7J1

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

Votable Shares: 42 ***Shares on Loan:** 0 **Shares Instructed:** 42 **Shares Voted:** 42

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Victor K. Lee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director James C. Moyer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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. CEO pay as valued by Social Advisory Services increased by more than 33 percent year-over-year, and was nearly three times the median CEO pay in the company-selected peer group. The company also utilizes a high maximum opportunity in the short- and long-term programs. With the annual bonus earned at maximum in FY22, the CEO received a payout at four times his target bonus opportunity. In addition, the company amended FY22 equity awards, switching to stock price goals with only limited rationale explaining why the original goals were no longer appropriate. While the new goals require an increase in stock price, they were awarded after a rather steep decline in price. Lastly, other NEO pay is also relatively high, as compared to the median peer CEO.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

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Monolithic Power Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The shares reserved is relatively conservative; and - The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/02/2023	Auto-Approved 06/02/2023		42	42
					Total Shares:	**42**	**42**

Nexstar Media Group, Inc.

Meeting Date: 06/15/2023 **Country:** USA **Ticker:** NXST **Proxy Level:** 3

Record Date: 04/21/2023 **Meeting Type:** Annual **Meeting ID:** 1754475

Primary Security ID: 65336K103 **Primary CUSIP:** 65336K103 **Primary ISIN:** US65336K1034 **Primary SEDOL:** 2949758

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

Votable Shares: 54 ***Shares on Loan:** 0 **Shares Instructed:** 54 **Shares Voted:** 54

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	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.						
2	Amend Charter to Add Federal Forum Selection Provision	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.						
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						
4	Amend Charter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The proposed amendment does not materially alter shareholder rights. As such, support FOR this proposal is warranted.						
5.1	Elect Director John R. Muse	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
5.2	Elect Director I. Martin Pompadur	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						

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Nexstar Media Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 16.18 percent of the fees paid to the auditor are for non-audit purposes.						
7	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; - The company maintains an auto-accelerated equity vesting change-in-control provision; and - There is lack of risk-mitigating features, including a clawback policy, stock ownership guidelines, and stock holding requirements.						
8	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Two Years	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
9	Require Independent Board Chair	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/02/2023	Auto-Approved 06/02/2023		54	54
					Total Shares:	**54**	**54**

Universal Display Corporation

Meeting Date: 06/15/2023	**Country:** USA	**Ticker:** OLED	**Proxy Level:** 3
Record Date: 04/10/2023	**Meeting Type:** Annual	**Meeting ID:** 1747306	
Primary Security ID: 91347P105	**Primary CUSIP:** 91347P105	**Primary ISIN:** US91347P1057	**Primary SEDOL:** 2277880
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 161	***Shares on Loan:** 0	**Shares Instructed:** 161	**Shares Voted:** 161

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven V. Abramson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Cynthia J. Comparin	Mgmt	Yes	For	For	Against	Against
	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.						
1c	Elect Director Richard C. Elias	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Universal Display Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Elizabeth H. Gemmill	Mgmt	Yes	For	For	Against	Against
	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.						
1e	Elect Director C. Keith Hartley	Mgmt	Yes	For	For	Against	Against
	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.						
1f	Elect Director Celia M. Joseph	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Lawrence Lacerte	Mgmt	Yes	For	For	Against	Against
	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.						
1h	Elect Director Sidney D. Rosenblatt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Approve 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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; - High CEO pay in relation to company peer group CEO median pay levels.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.62 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/02/2023	Auto-Approved 06/02/2023		161	161
					Total Shares:	**161**	**161**

Vroom, Inc.

Meeting Date: 06/15/2023	**Country:** USA	**Ticker:** VRM	**Proxy Level:** 3
Record Date: 04/21/2023	**Meeting Type:** Annual	**Meeting ID:** 1754174	
Primary Security ID: 92918V109	**Primary CUSIP:** 92918V109	**Primary ISIN:** US92918V1098	**Primary SEDOL:** BMFZYY5

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Vroom, Inc.

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

Votable Shares: 3,161 ***Shares on Loan:** 0 **Shares Instructed:** 3,161 **Shares Voted:** 3,161

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Mylod, Jr.	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.						
1.2	Elect Director Timothy M. Crow	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Michael J. Farello	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Laura W. Lang	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.						
1.5	Elect Director Laura G. O'Shaughnessy	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for governance committee chair Laura O Shaughnessy 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 which adversely impacts shareholder rights.						
1.6	Elect Director Paula B. Pretlow	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Thomas H. Shortt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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 due to an unmitigated pay-for-performance misalignment. The annual plan lacks disclosure of target goals and actual results. Further, the CEO's LTI awards are sizable and lack performance criteria, with only a small portion consisting of premium-priced options. A vote AGAINST this proposal is also warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not disclosed any risk mitigators, such as a clawback policy, CEO stock ownership guidelines, or stock holding period requirements.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/05/2023	Auto-Approved 06/05/2023		3,161	3,161
					Total Shares:	**3,161**	**3,161**

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

W. P. Carey Inc.

Meeting Date: 06/15/2023	**Country:** USA	**Ticker:** WPC	**Proxy Level:** 3
Record Date: 03/30/2023	**Meeting Type:** Annual	**Meeting ID:** 1740967	
Primary Security ID: 92936U109	**Primary CUSIP:** 92936U109	**Primary ISIN:** US92936U1097	**Primary SEDOL:** B826YT8
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 170	***Shares on Loan:** 0	**Shares Instructed:** 170	**Shares Voted:** 170

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Alexander	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Constantin H. Beier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Tonit M. Calaway	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Peter J. Farrell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Robert J. Flanagan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jason E. Fox	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Jean Hoysradt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Margaret G. Lewis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Christopher J. Niehaus	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Elisabeth T. Stheeman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Nick J.M. van Ommen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.22 percent of the fees paid to the auditor are for non-audit purposes.						

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W. P. Carey Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/05/2023	Auto-Approved 06/05/2023		170	170
					Total Shares:	**170**	**170**

Zoom Video Communications, Inc.

Meeting Date: 06/15/2023 **Country:** USA **Ticker:** ZM **Proxy Level:** 3

Record Date: 04/17/2023 **Meeting Type:** Annual **Meeting ID:** 1756781

Primary Security ID: 98980L101 **Primary CUSIP:** 98980L101 **Primary ISIN:** US98980L1017 **Primary SEDOL:** BGSP7M9

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

Votable Shares: 158 ***Shares on Loan:** 0 **Shares Instructed:** 158 **Shares Voted:** 158

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eric S. Yuan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Peter Gassner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director H.R. McMaster	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Herbert Raymond McMaster given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
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. Executives received large "refreshment" grants intended to cover four years of compensation and these grants lack pre-set performance criteria. In addition, some executives received grants intended to offset the lost value from a stock price decline on previous grants. Additionally, one NEO's new-hire package was large and also lacked performance criteria.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/02/2023	Auto-Approved 06/02/2023		158	158
					Total Shares:	**158**	**158**

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Aon plc

Meeting Date: 06/16/2023	**Country:** Ireland	**Ticker:** AON	**Proxy Level:** N/A
Record Date: 04/14/2023	**Meeting Type:** Annual	**Meeting ID:** 1754734	
Primary Security ID: G0403H108	**Primary CUSIP:** G0403H108	**Primary ISIN:** IE00BLP1HW54	**Primary SEDOL:** BLP1HW5
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 1	***Shares on Loan:** 0	**Shares Instructed:** 1	**Shares Voted:** 1

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Gregory C. Case	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Jin-Yong Cai	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Jeffrey C. Campbell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Fulvio Conti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Cheryl A. Francis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.7	Elect Director Adriana Karaboutis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Richard C. Notebaert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Gloria Santona	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Sarah E. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Byron O. Spruell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Carolyn Y. Woo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Although some concerns are noted regarding the lack of goal disclosure, the annual incentives are primarily based on pre-set financial metrics and the long-term incentives are entirely performance-based.						

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Aon plc

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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.75 percent of the fees paid to the auditor are for non-audit purposes.						
5	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.75 percent of the fees paid to the auditor are for non-audit purposes.						
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						
7	Amend Omnibus 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/02/2023	Auto-Approved 06/02/2023		1	1
					Total Shares:	**1**	**1**

Marvell Technology, Inc.

Meeting Date: 06/16/2023 **Country:** USA **Ticker:** MRVL **Proxy Level:** 3

Record Date: 04/21/2023 **Meeting Type:** Annual **Meeting ID:** 1755853

Primary Security ID: 573874104 **Primary CUSIP:** 573874104 **Primary ISIN:** US5738741041 **Primary SEDOL:** BNKJSM5

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

Votable Shares: 1,304 ***Shares on Loan:** 0 **Shares Instructed:** 1,304 **Shares Voted:** 1,304

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sara Andrews	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director W. Tudor Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Brad W. Buss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Marvell Technology, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Rebecca W. House	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Marachel L. Knight	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Matthew J. Murphy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Michael G. Strachan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Robert E. Switz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Ford Tamer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 17.61 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,304	1,304
			06/05/2023	06/05/2023			
					Total Shares:	**1,304**	**1,304**

Smartsheet Inc.

Meeting Date: 06/16/2023 **Country:** USA **Ticker:** SMAR **Proxy Level:** 3

Record Date: 04/20/2023 **Meeting Type:** Annual **Meeting ID:** 1755854

Primary Security ID: 83200N103 **Primary CUSIP:** 83200N103 **Primary ISIN:** US83200N1037 **Primary SEDOL:** BFZND98

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Smartsheet Inc.

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

Votable Shares: 2,993 ***Shares on Loan:** 0 **Shares Instructed:** 2,993 **Shares Voted:** 2,993

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Geoffrey T. Barker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Matthew McIlwain	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director James N. White	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member James White 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 impacts shareholder rights. A vote FOR the remaining director nominees is warranted.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.26 percent of the fees paid to the auditor are for non-audit purposes.						
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. In addition, the compensation committee demonstrated sufficient responsiveness to shareholder concerns following last year's failed say-on-pay proposal.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 06/05/2023	Auto-Approved 06/05/2023		2,993	2,993
					Total Shares:	**2,993**	**2,993**

T-Mobile US, Inc.

Meeting Date: 06/16/2023 **Country:** USA **Ticker:** TMUS **Proxy Level:** 3

Record Date: 04/17/2023 **Meeting Type:** Annual **Meeting ID:** 1754127

Primary Security ID: 872590104 **Primary CUSIP:** 872590104 **Primary ISIN:** US8725901040 **Primary SEDOL:** B94Q9V0

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 981 ***Shares on Loan:** 0 **Shares Instructed:** 981 **Shares Voted:** 981

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andre Almeida	Mgmt	Yes	For	Withhold	Withhold	Withhold

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: The board is not majority independent.WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.						
1.2	Elect Director Marcelo Claure	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.The nominee is non-independent and sits on a key committee.WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.						
1.3	Elect Director Srikant M. Datar	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Srinivasan Gopalan	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.The nominee is non-independent and sits on a key committee.WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.						
1.5	Elect Director Timotheus Hottges	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.						
1.6	Elect Director Christian P. Illek	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.The nominee is non-independent and sits on a key committee.WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.						
1.7	Elect Director Raphael Kubler	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.The nominee is non-independent and sits on a key committee.WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.						
1.8	Elect Director Thorsten Langheim	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.						

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T-Mobile US, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Dominique Leroy	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.The nominee is non-independent and sits on a key committee.The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.						
1.10	Elect Director Letitia A. Long	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
1.11	Elect Director G. Michael Sievert	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.						
1.12	Elect Director Teresa A. Taylor	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.						
1.13	Elect Director Kelvin R. Westbrook	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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. The annual incentives are primarily based on pre-set financial metrics and half the long-term incentives are based on performance and utilize a multi-year performance period.						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Three Years	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Approve 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.						
6	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price is reasonable, the shares reserved is relatively conservative, and the offering period is within the prescribed limits.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/02/2023	Auto-Approved 06/02/2023		942	942

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

T-Mobile US, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 06/02/2023	Auto-Approved 06/02/2023		39	39
					Total Shares:	**981**	**981**

Dell Technologies Inc.

Meeting Date: 06/20/2023 **Country:** USA **Ticker:** DELL **Proxy Level:** 3

Record Date: 04/26/2023 **Meeting Type:** Annual **Meeting ID:** 1758091

Primary Security ID: 24703L202 **Primary CUSIP:** 24703L202 **Primary ISIN:** US24703L2025 **Primary SEDOL:** BHKD3S6

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 454 ***Shares on Loan:** 0 **Shares Instructed:** 454 **Shares Voted:** 454

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael S. Dell	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for Michael Dell as his ownership of the supervoting shares provides him with voting power control of the company.						
1.2	Elect Director David W. Dorman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Ellen Kullman and David Dorman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.						
1.3	Elect Director Egon Durban	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director David Grain	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.						
1.5	Elect Director William D. Green	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Simon Patterson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Lynn Vojvodich Radakovich	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.						
1.8	Elect Director Ellen J. Kullman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for Governance Committee members Ellen Kullman and David Dorman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.26 percent of the fees paid to the auditor are for non-audit purposes.						

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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	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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 cost is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/06/2023	Auto-Approved 06/06/2023		348	348
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 06/06/2023	Auto-Approved 06/06/2023		106	106
					Total Shares:	**454**	**454**

DoorDash, Inc.

Meeting Date: 06/20/2023 **Country:** USA **Ticker:** DASH **Proxy Level:** 3

Record Date: 04/21/2023 **Meeting Type:** Annual **Meeting ID:** 1754302

Primary Security ID: 25809K105 **Primary CUSIP:** 25809K105 **Primary ISIN:** US25809K1051 **Primary SEDOL:** BN13P03

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

Votable Shares: 4,457 ***Shares on Loan:** 0 **Shares Instructed:** 4,457 **Shares Voted:** 4,457

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	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST Governance Committee member Shona Brown is warranted given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure and the classified board structure, each of which adversely impacts shareholder rights.						
1b	Elect Director Alfred Lin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Stanley Tang	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST Stanley Tang is warranted as his ownership of supervoting shares and participation in a voting agreement provides him and his co-founders with voting power control of the company.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

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DoorDash, 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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 06/14/2023	Auto-Approved 06/14/2023		4,457	4,457
					Total Shares:	**4,457**	**4,457**

General Motors Company

Meeting Date: 06/20/2023 **Country:** USA **Ticker:** GM **Proxy Level:** 3

Record Date: 04/21/2023 **Meeting Type:** Annual **Meeting ID:** 1754042

Primary Security ID: 37045V100 **Primary CUSIP:** 37045V100 **Primary ISIN:** US37045V1008 **Primary SEDOL:** B665KZ5

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

Votable Shares: 1,627 ***Shares on Loan:** 0 **Shares Instructed:** 1,627 **Shares Voted:** 1,627

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Aneel Bhusri	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Wesley G. Bush	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Joanne C. Crevoiserat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Linda R. Gooden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Joseph Jimenez	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Jonathan McNeill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Judith A. Miscik	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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General Motors Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Thomas M. Schoewe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Mark A. Tatum	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Jan E. Tighe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Devin N. Wenig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 13.33 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.						
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.						
5	Report on Risks Related to Operations in China	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: see screen note						
6	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights, and the risk of abuse is considered small.						
7	Report on Setting Sustainable Sourcing Targets	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the additional information would allow shareholders to determine how the company is managing and mitigating the related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/07/2023	Auto-Approved 06/07/2023		1,627	1,627
					Total Shares:	**1,627**	**1,627**

Grand Canyon Education, Inc.

Meeting Date: 06/20/2023 **Country:** USA **Ticker:** LOPE **Proxy Level:** 3

Record Date: 04/24/2023 **Meeting Type:** Annual **Meeting ID:** 1751092

Primary Security ID: 38526M106 **Primary CUSIP:** 38526M106 **Primary ISIN:** US38526M1062 **Primary SEDOL:** B3F1XM1

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

Grand Canyon Education, Inc.

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

Votable Shares: 459 ***Shares on Loan:** 0 **Shares Instructed:** 459 **Shares Voted:** 459

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian E. Mueller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Sara R. Dial	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Jack A. Henry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Lisa Graham Keegan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Chevy Humphrey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director David M. Adame	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/05/2023	Auto-Approved 06/05/2023		459	459
					Total Shares:	**459**	**459**

Karuna Therapeutics, Inc.

Meeting Date: 06/20/2023 **Country:** USA **Ticker:** KRTX **Proxy Level:** 3

Record Date: 04/24/2023 **Meeting Type:** Annual **Meeting ID:** 1751783

Primary Security ID: 48576A100 **Primary CUSIP:** 48576A100 **Primary ISIN:** US48576A1007 **Primary SEDOL:** BJMLSD2

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Karuna Therapeutics, Inc.

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

Votable Shares: 170 ***Shares on Loan:** 0 **Shares Instructed:** 170 **Shares Voted:** 170

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bill Meury	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Laurie Olson	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Laurie Olson and David Wheadon 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 impacts shareholder rights. A vote FOR the remaining director nominee, William (Bill) Meury, is warranted.						
1c	Elect Director David Wheadon	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Laurie Olson and David Wheadon 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 impacts shareholder rights.A vote FOR the remaining director nominee, William (Bill) Meury, is warranted.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. While annual incentives were largely determined by clinical goals, it appears final payouts incorporate a significant amount of committee discretion given the limited disclosure of actual results and achievements. In addition, the total value of the CEO's stock options remains significantly higher than the median total pay for CEOs in both Social Advisory Services and company peer groups, which is partially the result of the company benchmarking long-term incentive values at the 75th percentile of peers. Further, equity awards were delivered entirely as time-vesting stock options and the company introduced full-value RSUs as part of the FY23 LTI program, which do not appear to be subject to performance-vesting conditions.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 06/07/2023	Auto-Approved 06/07/2023		170	170
					Total Shares:	**170**	**170**

MetLife, Inc.

Meeting Date: 06/20/2023 **Country:** USA **Ticker:** MET **Proxy Level:** 3

Record Date: 04/21/2023 **Meeting Type:** Annual **Meeting ID:** 1754491

Primary Security ID: 59156R108 **Primary CUSIP:** 59156R108 **Primary ISIN:** US59156R1086 **Primary SEDOL:** 2573209

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

Votable Shares: 3,060 ***Shares on Loan:** 0 **Shares Instructed:** 3,060 **Shares Voted:** 3,060

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl W. Grise	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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MetLife, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Carlos M. Gutierrez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Carla A. Harris	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Gerald L. Hassell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director David L. Herzog	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director R. Glenn Hubbard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Jeh C. Johnson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Edward J. Kelly, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director William E. Kennard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Michel A. Khalaf	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Catherine R. Kinney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Diana L. McKenzie	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1m	Elect Director Denise M. Morrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director Mark A. Weinberger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.49 percent of the fees paid to the auditor are for non-audit purposes.						

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MetLife, 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. Although the weightings for the annual incentives are not disclosed, the company partially bases the annual incentives on a pre-set financial metric. Additionally, the majority of the long-term incentives are performance-based and utilize a multi-year performance period, although the company targets merely median performance for the relative TSR metric.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		3,060	3,060
			06/05/2023	06/05/2023			
					Total Shares:	**3,060**	**3,060**

SLM Corporation

Meeting Date: 06/20/2023 **Country:** USA **Ticker:** SLM **Proxy Level:** 3

Record Date: 04/21/2023 **Meeting Type:** Annual **Meeting ID:** 1752773

Primary Security ID: 78442P106 **Primary CUSIP:** 78442P106 **Primary ISIN:** US78442P1066 **Primary SEDOL:** 2101967

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

Votable Shares: 415 ***Shares on Loan:** 0 **Shares Instructed:** 415 **Shares Voted:** 415

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director R. Scott Blackley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Paul G. Child	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Mary Carter Warren Franke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Marianne M. Keler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Mark L. Lavelle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Ted Manvitz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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SLM Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Jim Matheson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Samuel T. Ramsey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Vivian C. Schneck-Last	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Robert S. Strong	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Jonathan W. Witter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Kirsten O. Wolberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 and no significant concerns were identified at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/02/2023	Auto-Approved 06/02/2023		415	415
					Total Shares:	**415**	**415**

Activision Blizzard, Inc.

Meeting Date: 06/21/2023 **Country:** USA **Ticker:** ATVI **Proxy Level:** 3

Record Date: 04/25/2023 **Meeting Type:** Annual **Meeting ID:** 1754906

Primary Security ID: 00507V109 **Primary CUSIP:** 00507V109 **Primary ISIN:** US00507V1098 **Primary SEDOL:** 2575818

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

Activision Blizzard, Inc.

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,537 ***Shares on Loan:** 0 **Shares Instructed:** 1,537 **Shares Voted:** 1,537

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Reveta Bowers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Kerry Carr	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Robert Corti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Brian Kelly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Robert Kotick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Barry Meyer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Robert Morgado	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Peter Nolan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Dawn Ostroff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 annual bonus was based on pre-set objective metrics. Although the long-term incentive program was entirely based in time-vested equity, the company agreed to not grant performance equity in connection with the impending merger, while the values granted were relatively reasonable. Though certain NEOs received accelerated severance-related benefits during the year, these do not appear to result in any additional value for the executive that would not otherwise be payable.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 20.57 percent of the fees paid to the auditor are for non-audit purposes.						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The proposal is not an outright ban on the acceleration of awards or other severance arrangements; rather, future agreements that exceed the severance basis would likely require shareholder ratification. Further, the proposal only applies to future severance arrangements and therefore would not impact all severance programs that are currently in place.						

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Activision Blizzard, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Adopt Policy on Freedom of Association and Collective Bargaining	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company s management of related risks.						
7	Report on Prevention of Harassment and Discrimination in the Workplace - Withdrawn	SH	No				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/13/2023	Auto-Approved 06/13/2023		1,485	1,485
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 06/13/2023	Auto-Approved 06/13/2023		52	52
					Total Shares:	**1,537**	**1,537**

AdaptHealth Corp.

Meeting Date: 06/21/2023 **Country:** USA **Ticker:** AHCO **Proxy Level:** 3

Record Date: 04/25/2023 **Meeting Type:** Annual **Meeting ID:** 1754747

Primary Security ID: 00653Q102 **Primary CUSIP:** 00653Q102 **Primary ISIN:** US00653Q1022 **Primary SEDOL:** BKDRF35

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

Votable Shares: 5,838 ***Shares on Loan:** 0 **Shares Instructed:** 5,838 **Shares Voted:** 5,838

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard Barasch	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Richard Barasch (i) given the persistent nature of material weaknesses in the company's internal controls over multiple years and (ii) as Governance Committee chair, given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. A vote FOR director nominee Gregory (Greg) Belinfanti is warranted.						
1.2	Elect Director Stephen Griggs *Withdrawn Resolution*	Mgmt	No				
1.3	Elect Director Gregory Belinfanti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 23.26 percent of the fees paid to the auditor are for non-audit purposes.						
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.						

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AdaptHealth Corp.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 06/06/2023	Auto-Approved 06/06/2023		5,838	5,838
					Total Shares:	**5,838**	**5,838**

Autodesk, Inc.

Meeting Date: 06/21/2023 **Country:** USA **Ticker:** ADSK **Proxy Level:** 3

Record Date: 04/24/2023 **Meeting Type:** Annual **Meeting ID:** 1757639

Primary Security ID: 052769106 **Primary CUSIP:** 052769106 **Primary ISIN:** US0527691069 **Primary SEDOL:** 2065159

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

Votable Shares: 75 ***Shares on Loan:** 0 **Shares Instructed:** 75 **Shares Voted:** 75

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrew Anagnost	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Karen Blasing	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Reid French	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Ayanna Howard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Blake Irving	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Mary T. McDowell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Stephen Milligan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Lorrie M. Norrington	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Elizabeth (Betsy) Rafael	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Rami Rahim	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Stacy J. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Autodesk, 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: A vote FOR this item is warranted because only 4.11 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted as pay and performance are aligned for the year in review. While some concerns are noted about incomplete goal disclosure and the use of one-year measurement periods for a portion of the LTIP, annual incentives are entirely based on pre-set financial metrics, and a majority of the long-term equity awards are performance based.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/07/2023	Auto-Approved 06/07/2023		75	75
					Total Shares:	**75**	**75**

BridgeBio Pharma, Inc.

Meeting Date: 06/21/2023 **Country:** USA **Ticker:** BBIO **Proxy Level:** 3

Record Date: 04/24/2023 **Meeting Type:** Annual **Meeting ID:** 1754366

Primary Security ID: 10806X102 **Primary CUSIP:** 10806X102 **Primary ISIN:** US10806X1028 **Primary SEDOL:** BK1KWG8

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

Votable Shares: 3,262 ***Shares on Loan:** 0 **Shares Instructed:** 3,262 **Shares Voted:** 3,262

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. Momtazee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Frank McCormick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Randal W. Scott	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Hannah A. Valantine	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.The nominee attended less than 75% of the board and committee meetings.WITHHOLD votes are warranted for Hannah Valantine as governance committee member, 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 impacts shareholder rights.						

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BridgeBio Pharma, 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	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Concerns are raised regarding annual incentives as bonuses were discretionary in nature and the disclosure of targets and achievements is limited. Significant concerns are also raised regarding long-term incentives as NEOs received retention awards in FY22 that were entirely time-vesting, which followed FY22 annual-cycle awards being pulled forward and granted in FY21 for retention purposes.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 12.09 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		3,262	3,262
			06/07/2023	06/07/2023			
					Total Shares:	**3,262**	**3,262**

Bright Horizons Family Solutions, Inc.

Meeting Date: 06/21/2023 **Country:** USA **Ticker:** BFAM **Proxy Level:** 3

Record Date: 04/24/2023 **Meeting Type:** Annual **Meeting ID:** 1752661

Primary Security ID: 109194100 **Primary CUSIP:** 109194100 **Primary ISIN:** US1091941005 **Primary SEDOL:** B7MJWP2

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

Votable Shares: 100 ***Shares on Loan:** 0 **Shares Instructed:** 100 **Shares Voted:** 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen H. Kramer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Sara Lawrence-Lightfoot	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Cathy E. Minehan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	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.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.15 percent of the fees paid to the auditor are for non-audit purposes.						

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Bright Horizons Family Solutions, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/05/2023	Auto-Approved 06/05/2023		100	100
					Total Shares:	**100**	**100**

eBay, Inc.

Meeting Date: 06/21/2023 **Country:** USA **Ticker:** EBAY **Proxy Level:** 3

Record Date: 04/24/2023 **Meeting Type:** Annual **Meeting ID:** 1754306

Primary Security ID: 278642103 **Primary CUSIP:** 278642103 **Primary ISIN:** US2786421030 **Primary SEDOL:** 2293819

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 737 ***Shares on Loan:** 0 **Shares Instructed:** 737 **Shares Voted:** 737

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adriane M. Brown	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Aparna Chennapragada	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Logan D. Green	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director E. Carol Hayles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Jamie Iannone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Shripriya Mahesh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Paul S. Pressler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Mohak Shroff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 3.71 percent of the fees paid to the auditor are for non-audit purposes.						

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eBay, 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 for the year in review. The annual cash bonuses and long-term equity awards are primarily performance-based with performance shares relying on multi-year performance periods.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 cost is excessive; - The three-year average burn rate is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.						
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/08/2023	Auto-Approved 06/08/2023		607	607
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 06/08/2023	Auto-Approved 06/08/2023		130	130
					Total Shares:	**737**	**737**

Nasdaq, Inc.

Meeting Date: 06/21/2023 **Country:** USA **Ticker:** NDAQ **Proxy Level:** 3

Record Date: 04/24/2023 **Meeting Type:** Annual **Meeting ID:** 1754389

Primary Security ID: 631103108 **Primary CUSIP:** 631103108 **Primary ISIN:** US6311031081 **Primary SEDOL:** 2965107

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

Votable Shares: 2,832 ***Shares on Loan:** 0 **Shares Instructed:** 2,832 **Shares Voted:** 2,832

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melissa M. Arnoldi	Mgmt	Yes	For	For	For	For

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Nasdaq, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Charlene T. Begley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Steven D. Black	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Adena T. Friedman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Essa Kazim	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Thomas A. Kloet	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Michael R. Splinter	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Johan Torgeby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Toni Townes-Whitley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Jeffery W. Yabuki	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1k	Elect Director Alfred W. Zollar	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
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 were reasonably aligned for the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.02 percent of the fees paid to the auditor are for non-audit purposes.						
5	Require Independent Board Chair	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.						

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Nasdaq, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/07/2023	Auto-Approved 06/07/2023		2,832	2,832
					Total Shares:	**2,832**	**2,832**

American Well Corporation

Meeting Date: 06/22/2023 **Country:** USA **Ticker:** AMWL **Proxy Level:** 3

Record Date: 04/25/2023 **Meeting Type:** Annual **Meeting ID:** 1754089

Primary Security ID: 03044L105 **Primary CUSIP:** 03044L105 **Primary ISIN:** US03044L1052 **Primary SEDOL:** BN0SDK5

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

Votable Shares: 1,129 ***Shares on Loan:** 0 **Shares Instructed:** 1,129 **Shares Voted:** 1,129

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter L. Slavin	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for Governance Committee member Peter Slavin 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 impacts shareholder rights.						
1.2	Elect Director Ido Schoenberg	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.3	Elect Director Roy Schoenberg	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes for this proposal are warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/12/2023	Auto-Approved 06/12/2023		1,129	1,129
					Total Shares:	**1,129**	**1,129**

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Match Group, Inc.

Meeting Date: 06/22/2023 **Country:** USA **Ticker:** MTCH **Proxy Level:** 3
Record Date: 04/24/2023 **Meeting Type:** Annual **Meeting ID:** 1754768
Primary Security ID: 57667L107 **Primary CUSIP:** 57667L107 **Primary ISIN:** US57667L1070 **Primary SEDOL:** BK80XH9

Total Ballots: 2 **Voting Policy:** UUA
Votable Shares: 5,952 ***Shares on Loan:** 0 **Shares Instructed:** 5,952 **Shares Voted:** 5,952

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharmistha Dubey	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Ann L. McDaniel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Thomas J. McInerney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: One NEO received accelerated vesting on outstanding time-vested equity, which is considered a problematic pay practice.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/09/2023	Auto-Approved 06/09/2023		33	33
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed 06/09/2023	Auto-Approved 06/09/2023		5,919	5,919
					Total Shares:	**5,952**	**5,952**

Monster Beverage Corporation

Meeting Date: 06/22/2023 **Country:** USA **Ticker:** MNST **Proxy Level:** 3
Record Date: 04/24/2023 **Meeting Type:** Annual **Meeting ID:** 1754322
Primary Security ID: 61174X109 **Primary CUSIP:** 61174X109 **Primary ISIN:** US61174X1090 **Primary SEDOL:** BZ07BW4

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 174 ***Shares on Loan:** 0 **Shares Instructed:** 174 **Shares Voted:** 174

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	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Monster Beverage Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Hilton H. Schlosberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Mark J. Hall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Ana Demel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director James L. Dinkins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Gary P. Fayard	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
1.7	Elect Director Tiffany M. Hall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Jeanne P. Jackson	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.						
1.9	Elect Director Steven G. Pizula	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
1.10	Elect Director Mark S. Vidergauz	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						
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. Annual incentives were based largely on a pre-set financial objective as well as individual performance. However, compensating two co-CEOs each at the same level as one CEO can be costly to shareholders in terms of total executive compensation. Continued monitoring is also warranted for the committee's discretion in providing one-time bonuses.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Increase Authorized Common Stock	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted as the proposed increase is not reasonable (3.75 billion shares is above the allowable threshold of 1.25 billion shares).						

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Monster Beverage Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 06/08/2023	Auto-Approved 06/08/2023		174	174
					Total Shares:	**174**	**174**

NVIDIA Corporation

Meeting Date: 06/22/2023 **Country:** USA **Ticker:** NVDA **Proxy Level:** 3

Record Date: 04/24/2023 **Meeting Type:** Annual **Meeting ID:** 1757305

Primary Security ID: 67066G104 **Primary CUSIP:** 67066G104 **Primary ISIN:** US67066G1040 **Primary SEDOL:** 2379504

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

Votable Shares: 1,890 ***Shares on Loan:** 0 **Shares Instructed:** 1,890 **Shares Voted:** 1,890

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Tench Coxe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director John O. Dabiri	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Persis S. Drell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Jen-Hsun Huang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Dawn Hudson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Harvey C. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Michael G. McCaffery	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Stephen C. Neal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Mark L. Perry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director A. Brooke Seawell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Aarti Shah	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Mark A. Stevens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted as pay and performance are aligned for the year in review.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 14.53 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		1,890	1,890
			06/07/2023	06/07/2023			
					Total Shares:	**1,890**	**1,890**

Okta, Inc.

Meeting Date: 06/22/2023 **Country:** USA **Ticker:** OKTA **Proxy Level:** 3

Record Date: 04/26/2023 **Meeting Type:** Annual **Meeting ID:** 1758481

Primary Security ID: 679295105 **Primary CUSIP:** 679295105 **Primary ISIN:** US6792951054 **Primary SEDOL:** BDFZSP1

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

Votable Shares: 97 ***Shares on Loan:** 0 **Shares Instructed:** 97 **Shares Voted:** 97

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	Yes	For	Withhold	Withhold	Withhold

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Okta, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: In the absence of governance committee members on ballot, WITHHOLD votes are warranted for incumbent director nominees Benjamin (Ben) Horowitz, Shellye Archambeau, and Robert Dixon Jr. given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, the supermajority vote requirement to enact certain changes to the governing documents, and the multi-class capital structure with disparate voting rights, each of which adversely impacts shareholder rights.						
1.2	Elect Director Robert L. Dixon, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.In the absence of governance committee members on ballot, WITHHOLD votes are warranted for incumbent director nominees Benjamin (Ben) Horowitz, Shellye Archambeau, and Robert Dixon Jr. given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, the supermajority vote requirement to enact certain changes to the governing documents, and the multi-class capital structure with disparate voting rights, each of which adversely impacts shareholder rights.						
1.3	Elect Director Benjamin Horowitz	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: In the absence of governance committee members on ballot, WITHHOLD votes are warranted for incumbent director nominees Benjamin (Ben) Horowitz, Shellye Archambeau, and Robert Dixon Jr. given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, the supermajority vote requirement to enact certain changes to the governing documents, and the multi-class capital structure with disparate voting rights, each of which adversely impacts shareholder rights.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.69 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Following low say-on-pay support last year, the company engaged with shareholders, disclosed the feedback response, and took responsive actions. The introduction of performance equity meaningfully improves the incentive pay structure. It is also positive that the STIP was based entirely on financial metrics, and negative discretion was applied to payouts. In light of these factors, a vote FOR this proposal is warranted. The unusual design of the new PSU program warrants continued monitoring, and some shareholders may prefer to see a program that is completely based on a multi-year measurement period.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/08/2023	Auto-Approved 06/08/2023		97	97
					Total Shares:	**97**	**97**

PVH Corp.

Meeting Date: 06/22/2023 **Country:** USA **Ticker:** PVH **Proxy Level:** 3

Record Date: 04/24/2023 **Meeting Type:** Annual **Meeting ID:** 1757853

Primary Security ID: 693656100 **Primary CUSIP:** 693656100 **Primary ISIN:** US6936561009 **Primary SEDOL:** B3V9F12

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PVH Corp.

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

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ajay Bhalla	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Michael M. Calbert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Brent Callinicos	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director George Cheeks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Stefan Larsson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director G. Penny McIntyre	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Amy McPherson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Allison Peterson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Edward R. Rosenfeld	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Judith Amanda Sourry Knox	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Amend Certificate of Incorporation to Update the Exculpation Provision Under the Delaware General Corporation Law	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.						

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PVH Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	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.						
6	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 17.45 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/12/2023	Auto-Approved 06/12/2023		3	3
					Total Shares:	**3**	**3**

QIAGEN NV

Meeting Date: 06/22/2023 **Country:** Netherlands **Ticker:** QGEN **Proxy Level:** N/A

Record Date: 05/25/2023 **Meeting Type:** Annual **Meeting ID:** 1756567

Primary Security ID: N72482123 **Primary CUSIP:** N72482123 **Primary ISIN:** NL0012169213 **Primary SEDOL:** BYXS688

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

Votable Shares: 678 ***Shares on Loan:** 0 **Shares Instructed:** 678 **Shares Voted:** 678

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt	No				
1	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
2	Approve Remuneration Report	Mgmt	Yes	For	For	For	For
3	Approve Discharge of Management Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.						
4	Approve Discharge of Supervisory Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.						
5.a	Reelect Metin Colpan to Supervisory Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates						
5.b	Reelect Toralf Haag to Supervisory Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates						

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QIAGEN NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5.c	Reelect Ross L. Levine to Supervisory Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates						
5.d	Reelect Elaine Mardis to Supervisory Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates						
5.e	Reelect Eva Pisa to Supervisory Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates						
5.f	Reelect Lawrence A. Rosen to Supervisory Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates						
5.g	Reelect Stephen H. Rusckowski to Supervisory Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates						
5.h	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates						
6.a	Reelect Thierry Bernard to Management Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a term not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates.						
6.b	Reelect Roland Sackers to Management Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a term not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates.						
7	Reappoint KPMG Accountants N.V. as Auditors	Mgmt	Yes	For	For	For	For
8.a	Grant Supervisory Board Authority to Issue Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 50 percent of the issued share capital).						
8.b	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 50 percent of the issued share capital).						

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

QIAGEN NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
9	Authorize Repurchase of Shares	Mgmt	Yes	For	For	For	For
10	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	Mgmt	Yes	For	For	For	For
11	Approve Cancellation of Shares	Mgmt	Yes	For	For	For	For
12	Approve QIAGEN N.V. 2023 Stock Plan	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/02/2023	Auto-Approved 06/02/2023		678	678
					Total Shares:	**678**	**678**

Rocket Pharmaceuticals, Inc.

Meeting Date: 06/22/2023 **Country:** USA **Ticker:** RCKT **Proxy Level:** 3

Record Date: 04/24/2023 **Meeting Type:** Annual **Meeting ID:** 1754476

Primary Security ID: 77313F106 **Primary CUSIP:** 77313F106 **Primary ISIN:** US77313F1066 **Primary SEDOL:** BDFKQ07

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

Votable Shares: 2,332 ***Shares on Loan:** 0 **Shares Instructed:** 2,332 **Shares Voted:** 2,332

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elisabeth Bjork	Mgmt	Yes	For	For	Withhold	Withhold
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Carsten Boess	Mgmt	Yes	For	For	Withhold	Withhold
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Pedro Granadillo	Mgmt	Yes	For	For	Withhold	Withhold
	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Gotham Makker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Fady Malik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Rocket Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Gaurav D. Shah	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director David P. Southwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Roderick Wong	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Naveen Yalamanchi	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee Chair Naveen Yalamanchi 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 which adversely impacts shareholder rights.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify EisnerAmper LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 25.73 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						
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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 06/12/2023	Auto-Approved 06/12/2023		2,332	2,332
					Total Shares:	**2,332**	**2,332**

Royalty Pharma Plc

Meeting Date: 06/22/2023 **Country:** United Kingdom **Ticker:** RPRX **Proxy Level:** N/A

Record Date: 04/11/2023 **Meeting Type:** Annual **Meeting ID:** 1752688

Primary Security ID: G7709Q104 **Primary CUSIP:** G7709Q104 **Primary ISIN:** GB00BMVP7Y09 **Primary SEDOL:** BMVP7Y0

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

Votable Shares: 904 ***Shares on Loan:** 0 **Shares Instructed:** 904 **Shares Voted:** 904

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pablo Legorreta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Royalty Pharma Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Henry Fernandez	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST Audit Committee members Henry Fernandez, Catherine (Cathy) Engelbert, and Gregory Norden is warranted given concerns about the risk oversight function of the board, in light of the pledging of a significant amount of the company's ordinary shares, and partnership interests convertible into ordinary shares, by directors and executive officers.						
1c	Elect Director Bonnie Bassler	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Errol De Souza	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Catherine Engelbert	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST Audit Committee members Henry Fernandez, Catherine (Cathy) Engelbert, and Gregory Norden is warranted given concerns about the risk oversight function of the board, in light of the pledging of a significant amount of the company's ordinary shares, and partnership interests convertible into ordinary shares, by directors and executive officers.						
1f	Elect Director M. Germano Giuliani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director David Hodgson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Ted Love	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Gregory Norden	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST Audit Committee members Henry Fernandez, Catherine (Cathy) Engelbert, and Gregory Norden is warranted given concerns about the risk oversight function of the board, in light of the pledging of a significant amount of the company's ordinary shares, and partnership interests convertible into ordinary shares, by directors and executive officers.						
1j	Elect Director Rory Riggs	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
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 company is externally managed and has provided sufficient information regarding compensation arrangements between the NEOs and the external manager. The company discloses the total pay that each NEO received from the manager, the breakdown of fixed and variable pay, and discloses that the manager uses discretion to determine the value of variable pay.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 13.29 percent of the fees paid to the auditor are for non-audit purposes.						
4	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.						

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Royalty Pharma 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
	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 with the U.S. say-on-pay analysis. Accordingly, a vote FOR is warranted.						
6	Ratify Ernst & Young as U.K. Statutory Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 13.29 percent of the fees paid to the auditor are for non-audit purposes.						
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns have been identified.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/09/2023	Auto-Approved 06/09/2023		904	904
					Total Shares:	**904**	**904**

The Kroger Co.

Meeting Date: 06/22/2023 **Country:** USA **Ticker:** KR **Proxy Level:** 3

Record Date: 04/24/2023 **Meeting Type:** Annual **Meeting ID:** 1758893

Primary Security ID: 501044101 **Primary CUSIP:** 501044101 **Primary ISIN:** US5010441013 **Primary SEDOL:** 2497406

Total Ballots: 2 **Voting Policy:** UUA

Votable Shares: 1,823 ***Shares on Loan:** 0 **Shares Instructed:** 1,823 **Shares Voted:** 1,823

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora A. Aufreiter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Kevin M. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Elaine L. Chao	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Anne Gates	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Karen M. Hoguet	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director W. Rodney McMullen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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The Kroger Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Clyde R. Moore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Ronald L. Sargent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Mark S. Sutton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Ashok Vemuri	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily based on pre-set objective metrics. In addition, half of the targeted long-term incentives are performance based with disclosed forward goals and utilize a multi-year performance period.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
5	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because shareholders would benefit from increased disclosure regarding the company's policies and practices related to the sale of tobacco products and its risk oversight mechanisms for continued in-store tobacco sales.						
6	Report on Charitable Contributions	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.						
7	Report on Efforts to Reduce Plastic Use	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to reduce its plastics use by shifting away from single-use packaging would allow shareholders to better assess the company's related risk management.						
8	Report on Gender/Racial Pay Gap	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from global median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.						

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The Kroger Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
9	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to be taking appropriate steps to protect itself against risks related to discrimination based on political ideology or viewpoint.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/09/2023	Auto-Approved 06/09/2023		1,723	1,723
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 06/09/2023	Auto-Approved 06/09/2023		100	100
					Total Shares:	**1,823**	**1,823**

NanoString Technologies, Inc.

Meeting Date: 06/23/2023 **Country:** USA **Ticker:** NSTG **Proxy Level:** 3

Record Date: 04/24/2023 **Meeting Type:** Annual **Meeting ID:** 1754323

Primary Security ID: 63009R109 **Primary CUSIP:** 63009R109 **Primary ISIN:** US63009R1095 **Primary SEDOL:** BBL59X6

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

Votable Shares: 4,340 ***Shares on Loan:** 0 **Shares Instructed:** 4,340 **Shares Voted:** 4,340

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director R. Bradley Gray	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Teresa Foy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Kirk D. Malloy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
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 due to high CEO pay relative to company performance compared to the company s peers, as well as high CEO pay in relation to company peer group CEO median pay levels. Furthermore, the compensation committee has not demonstrated sufficient responsiveness to low support for last year's say-on-pay vote. Additionally, there is an unmitigated pay-for-performance misalignment for the year in review. PSUs continue to utilize a relatively short performance period with no forward-looking disclosure of metric objectives, and the committee increased the CEO's long-term incentive opportunity amidst long-term TSR underperformance with limited rationale. Moreover, while metrics in the annual incentive appear to utilize objective, pre-set goals, their predominantly strategic nature and limited disclosure of some metrics preclude assessment of program rigor.						

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NanoString Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on an 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 cost is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.						
5	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 06/12/2023	Auto-Approved 06/12/2023		4,340	4,340
					Total Shares:	**4,340**	**4,340**

Biogen Inc.

Meeting Date: 06/26/2023 **Country:** USA **Ticker:** BIIB **Proxy Level:** 3

Record Date: 04/20/2023 **Meeting Type:** Annual **Meeting ID:** 1754525

Primary Security ID: 09062X103 **Primary CUSIP:** 09062X103 **Primary ISIN:** US09062X1037 **Primary SEDOL:** 2455965

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

Votable Shares: 243 ***Shares on Loan:** 0 **Shares Instructed:** 243 **Shares Voted:** 243

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alexander J. Denner - Withdrawn	Mgmt	No				
1b	Elect Director Caroline D. Dorsa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Maria C. Freire	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST compensation committee members Maria Freire and William Hawkins is warranted given the committee's lack of responsiveness to relatively low support for last year's say-on-pay proposal.The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director William A. Hawkins	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST compensation committee members Maria Freire and William Hawkins is warranted given the committee's lack of responsiveness to relatively low support for last year's say-on-pay proposal.The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director William D. Jones- Withdrawn	Mgmt	No				
1f	Elect Director Jesus B. Mantas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Biogen Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Richard C. Mulligan- Withdrawn	Mgmt	No				
1h	Elect Director Eric K. Rowinsky	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Stephen A. Sherwin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Christopher A. Viehbacher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 13.29 percent of the fees paid to the auditor are for non-audit purposes.						
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. A pay-for-performance misalignment for the year under review is mitigated given that annual and long-term incentives are sufficiently tied to objective performance measures, although continued monitoring is warranted given goal rigor and disclosure concerns under the annual incentive program. However, the compensation committee did not demonstrate sufficient responsiveness to last year's say-on-pay vote result. Specifically, the company does not disclose any shareholder concerns or specific feedback and the committee did not take any specific actions in response to the nearly half its shareholders opposing last year's say-on-pay.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	Elect Director Susan K. Langer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/15/2023	Auto-Approved 06/15/2023		243	243
					Total Shares:	**243**	**243**

United Therapeutics Corporation

Meeting Date: 06/26/2023 **Country:** USA **Ticker:** UTHR **Proxy Level:** 3

Record Date: 04/27/2023 **Meeting Type:** Annual **Meeting ID:** 1757548

Primary Security ID: 91307C102 **Primary CUSIP:** 91307C102 **Primary ISIN:** US91307C1027 **Primary SEDOL:** 2430412

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

United Therapeutics Corporation

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

Votable Shares: 31 ***Shares on Loan:** 0 **Shares Instructed:** 31 **Shares Voted:** 31

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher Causey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Raymond Dwek	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Richard Giltner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Katherine Klein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Ray Kurzweil	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Linda Maxwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Nilda Mesa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Judy Olian	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Christopher Patusky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Martine Rothblatt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Louis Sullivan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Tommy Thompson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.						
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 no significant concerns were identified and pay and performance are reasonably aligned at this time.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
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.						

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United Therapeutics Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.43 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/09/2023	Auto-Approved 06/09/2023		31	31
					Total Shares:	**31**	**31**

Brookfield Renewable Corporation

Meeting Date: 06/27/2023 **Country:** Canada **Ticker:** BEPC **Proxy Level:** 1

Record Date: 05/09/2023 **Meeting Type:** Annual **Meeting ID:** 1743059

Primary Security ID: 11284V105 **Primary CUSIP:** 11284V105 **Primary ISIN:** CA11284V1058 **Primary SEDOL:** BMW8YT2

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

Votable Shares: 697 ***Shares on Loan:** 0 **Shares Instructed:** 697 **Shares Voted:** 697

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey Blidner	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote FOR the other proposed nominees.						
1.2	Elect Director Scott Cutler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote FOR the other proposed nominees.						
1.3	Elect Director Sarah Deasley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote FOR the other proposed nominees.						
1.4	Elect Director Nancy Dorn	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote FOR the other proposed nominees.						
1.5	Elect Director Eleazar de Carvalho Filho	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote FOR the other proposed nominees.						
1.6	Elect Director Randy MacEwen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote FOR the other proposed nominees.						

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Brookfield Renewable Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director David Mann	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote FOR the other proposed nominees.						
1.8	Elect Director Lou Maroun	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote FOR the other proposed nominees.						
1.9	Elect Director Stephen Westwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote FOR the other proposed nominees.						
1.10	Elect Director Patricia Zuccotti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote FOR the other proposed nominees.						
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/02/2023	Auto-Approved 06/02/2023		697	697
					Total Shares:	**697**	**697**

CarMax, Inc.

Meeting Date: 06/27/2023	**Country:** USA	**Ticker:** KMX	**Proxy Level:** 3
Record Date: 04/21/2023	**Meeting Type:** Annual	**Meeting ID:** 1758482	
Primary Security ID: 143130102	**Primary CUSIP:** 143130102	**Primary ISIN:** US1431301027	**Primary SEDOL:** 2983563
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 173	***Shares on Loan:** 0	**Shares Instructed:** 173	**Shares Voted:** 173

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Bensen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Ronald E. Blaylock	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is 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.						
1c	Elect Director Sona Chawla	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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CarMax, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Thomas J. Folliard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Shira Goodman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director David W. McCreight	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director William D. Nash	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Mark F. O'Neil	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Pietro Satriano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Marcella Shinder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Mitchell D. Steenrod	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 17.34 percent of the fees paid to the auditor are for non-audit purposes.						
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. While the annual incentive program is predominantly based on objective financial criteria and payouts were below target, significant structural concerns were identified regarding the equity incentive program. Specifically, the large majority of equity incentives lack performance conditions. This concern is magnified as the LTIP utilizes annual measurement period for PSUs, rather than requiring sustained performance over a multi-year period. This concern is further heightened as the company uses an overlapping metric and target goal between the short- and long-term programs.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
5	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/13/2023	Auto-Approved 06/13/2023		173	173
					Total Shares:	**173**	**173**

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CarMax, Inc.

Shopify Inc.

Meeting Date: 06/27/2023	**Country:** Canada	**Ticker:** SHOP	**Proxy Level:** 3
Record Date: 05/16/2023	**Meeting Type:** Annual	**Meeting ID:** 1730697	
Primary Security ID: 82509L107	**Primary CUSIP:** 82509L107	**Primary ISIN:** CA82509L1076	**Primary SEDOL:** BXDZ9Z0
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 9,478	***Shares on Loan:** 0	**Shares Instructed:** 9,478	**Shares Voted:** 9,478

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class A Subordinate Voting and Class B Multiple Voting Shareholders	Mgmt	No				
1A	Elect Director Tobias Lutke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert (Rob) Ashe, Colleen Johnston, and Jeremy Levine for lack of diversity on the board. Vote FOR the other proposed nominees.						
1B	Elect Director Robert Ashe	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert (Rob) Ashe, Colleen Johnston, and Jeremy Levine for lack of diversity on the board. Vote FOR the other proposed nominees.						
1C	Elect Director Gail Goodman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert (Rob) Ashe, Colleen Johnston, and Jeremy Levine for lack of diversity on the board. Vote FOR the other proposed nominees.						
1D	Elect Director Colleen Johnston	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert (Rob) Ashe, Colleen Johnston, and Jeremy Levine for lack of diversity on the board. Vote FOR the other proposed nominees.						
1E	Elect Director Jeremy Levine	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert (Rob) Ashe, Colleen Johnston, and Jeremy Levine for lack of diversity on the board. Vote FOR the other proposed nominees.						
1F	Elect Director Toby Shannan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert (Rob) Ashe, Colleen Johnston, and Jeremy Levine for lack of diversity on the board. Vote FOR the other proposed nominees.						
1G	Elect Director Fidji Simo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert (Rob) Ashe, Colleen Johnston, and Jeremy Levine for lack of diversity on the board. Vote FOR the other proposed nominees.						
1H	Elect Director Bret Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert (Rob) Ashe, Colleen Johnston, and Jeremy Levine for lack of diversity on the board. Vote FOR the other proposed nominees.						
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 (4 percent) were reasonable relative to total fees paid to the auditor.						

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Shopify Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	Against	Against	Against

Voting Policy Rationale: Vote AGAINST this non-binding advisory vote. The quantitative pay for performance model indicated a High concern due to RDA. The company's one- and three-year TSR underperformed the median TSR of its 4-digit GICS group, Composite Index and its own peers. Furthermore, it appears the company underperformed its own peers with respect to certain operational metrics in 2022. In addition to the underperforming TSR and declining operational performance, various problematic pay practices have been identified: - The CEO's compensation continues to consist of only a large stock option grant (US$20M in 2022 and 2021). - Compensation for other NEOs also does not include any performance-based compensation. Their equity-based compensation is subject to only time-vesting conditions. There is monthly vesting of equity awards granted under Flex Comp program, and the vesting period of equity awards under Flex Comp program is unclear. - There is a lack of risk mitigating practices. - The CIC agreement is single trigger. - There is insufficient disclosure around severance payments to the former CFO.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		9,478	9,478
			06/13/2023	06/13/2023			
					Total Shares:	**9,478**	**9,478**

Enhabit, Inc.

Meeting Date: 06/28/2023 **Country:** USA **Ticker:** EHAB **Proxy Level:** 3

Record Date: 05/10/2023 **Meeting Type:** Annual **Meeting ID:** 1761483

Primary Security ID: 29332G102 **Primary CUSIP:** 29332G102 **Primary ISIN:** US29332G1022 **Primary SEDOL:** BQFMQ93

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

Votable Shares: 77 ***Shares on Loan:** 0 **Shares Instructed:** 77 **Shares Voted:** 77

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey W. Bolton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Tina L. Brown-Stevenson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Yvonne M. Curl	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Charles M. Elson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Leo I. Higdon, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Erin P. Hoeflinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Enhabit, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Barbara A. Jacobsmeyer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Susan A. La Monica	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director John E. Maupin, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Stuart M. McGuigan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Gregory S. Rush	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Barry P. Schochet	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.13	Elect Director L. Edward Shaw, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and - High CEO pay in relation to company peer group CEO median pay levels.						
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/14/2023	Auto-Approved 06/14/2023		77	77
					Total Shares:	**77**	**77**

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Alkermes Plc

Meeting Date: 06/29/2023	**Country:** Ireland	**Ticker:** ALKS	**Proxy Level:** N/A
Record Date: 04/17/2023	**Meeting Type:** Proxy Contest	**Meeting ID:** 1763601	
Primary Security ID: G01767105	**Primary CUSIP:** G01767105	**Primary ISIN:** IE00B56GVS15	**Primary SEDOL:** B3P6D26
	Total Ballots: 1	**Voting Policy:** UUA	
Votable Shares: 253	***Shares on Loan:** 0	**Shares Instructed:** 253	**Shares Voted:** 253

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt	No				
	From the Combined List of Management & Dissident Nominees - Elect 7 Directors	Mgmt	No				
1A	Elect Management Nominee Director Emily Peterson Alva	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1B	Elect Management Nominee Director Shane M. Cooke	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1C	Elect Management Nominee Director Richard B. Gaynor	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1D	Elect Management Nominee Director Cato T. Laurencin	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1E	Elect Management Nominee Director Brian P. McKeon	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1F	Elect Management Nominee Director Richard F. Pops	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1G	Elect Management Nominee Director Christopher I. Wright	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1H	Elect Dissident Nominee Director Patrice Bonfiglio	SH	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1I	Elect Dissident Nominee Director Alexander J. Denner	SH	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1J	Elect Dissident Nominee Director Sarah J. Schlesinger	SH	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						

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Alkermes Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
	Dissident Universal Proxy (Blue Proxy Card)	Mgmt	No				
	From the Combined List of Management & Dissident Nominees - Elect 7 Directors	Mgmt	No				
	SARISSA NOMINEES	Mgmt	No				
1A	Elect Dissident Nominee Director Patrice Bonfiglio	SH	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Although Alkermes has achieved positive results in terms of shareholder return, valuation, controlling R&D expense, and governance, the company has not restrained SG&A spending, delivered profitability improvements, or generated a positive return on investment. The dissident has made a compelling case for change to seek profitability improvements.Votes are warranted FOR dissident nominee Sarah Schlesinger.Shareholders are recommended to vote WITHHOLD on management nominee Richard Gaynor, dissident nominee Alex Denner, and dissident nominee Patrice Bonfiglio.Votes are also warranted FOR all management nominees other than Gaynor.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1B	Elect Dissident Nominee Director Alexander J. Denner	SH	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Although Alkermes has achieved positive results in terms of shareholder return, valuation, controlling R&D expense, and governance, the company has not restrained SG&A spending, delivered profitability improvements, or generated a positive return on investment. The dissident has made a compelling case for change to seek profitability improvements.Votes are warranted FOR dissident nominee Sarah Schlesinger.Shareholders are recommended to vote WITHHOLD on management nominee Richard Gaynor, dissident nominee Alex Denner, and dissident nominee Patrice Bonfiglio.Votes are also warranted FOR all management nominees other than Gaynor.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1C	Elect Dissident Nominee Director Sarah J. Schlesinger	SH	Yes	For	For	For	For
	Voting Policy Rationale: Although Alkermes has achieved positive results in terms of shareholder return, valuation, controlling R&D expense, and governance, the company has not restrained SG&A spending, delivered profitability improvements, or generated a positive return on investment. The dissident has made a compelling case for change to seek profitability improvements.Votes are warranted FOR dissident nominee Sarah Schlesinger.Shareholders are recommended to vote WITHHOLD on management nominee Richard Gaynor, dissident nominee Alex Denner, and dissident nominee Patrice Bonfiglio.Votes are also warranted FOR all management nominees other than Gaynor.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
	UNOPPOSED COMPANY NOMINEES	Mgmt	No				

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Alkermes Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1D	Elect Management Nominee Director Emily Peterson Alva	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although Alkermes has achieved positive results in terms of shareholder return, valuation, controlling R&D expense, and governance, the company has not restrained SG&A spending, delivered profitability improvements, or generated a positive return on investment. The dissident has made a compelling case for change to seek profitability improvements.Votes are warranted FOR dissident nominee Sarah Schlesinger.Shareholders are recommended to vote WITHHOLD on management nominee Richard Gaynor, dissident nominee Alex Denner, and dissident nominee Patrice Bonfiglio.Votes are also warranted FOR all management nominees other than Gaynor.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1E	Elect Management Nominee Director Cato T. Laurencin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although Alkermes has achieved positive results in terms of shareholder return, valuation, controlling R&D expense, and governance, the company has not restrained SG&A spending, delivered profitability improvements, or generated a positive return on investment. The dissident has made a compelling case for change to seek profitability improvements.Votes are warranted FOR dissident nominee Sarah Schlesinger.Shareholders are recommended to vote WITHHOLD on management nominee Richard Gaynor, dissident nominee Alex Denner, and dissident nominee Patrice Bonfiglio.Votes are also warranted FOR all management nominees other than Gaynor.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1F	Elect Management Nominee Director Brian P. McKeon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although Alkermes has achieved positive results in terms of shareholder return, valuation, controlling R&D expense, and governance, the company has not restrained SG&A spending, delivered profitability improvements, or generated a positive return on investment. The dissident has made a compelling case for change to seek profitability improvements.Votes are warranted FOR dissident nominee Sarah Schlesinger.Shareholders are recommended to vote WITHHOLD on management nominee Richard Gaynor, dissident nominee Alex Denner, and dissident nominee Patrice Bonfiglio.Votes are also warranted FOR all management nominees other than Gaynor.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1G	Elect Management Nominee Director Christopher I. Wright	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although Alkermes has achieved positive results in terms of shareholder return, valuation, controlling R&D expense, and governance, the company has not restrained SG&A spending, delivered profitability improvements, or generated a positive return on investment. The dissident has made a compelling case for change to seek profitability improvements.Votes are warranted FOR dissident nominee Sarah Schlesinger.Shareholders are recommended to vote WITHHOLD on management nominee Richard Gaynor, dissident nominee Alex Denner, and dissident nominee Patrice Bonfiglio.Votes are also warranted FOR all management nominees other than Gaynor.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
	OPPOSED COMPANY NOMINEES	Mgmt	No				
1H	Elect Management Nominee Director Shane M. Cooke	Mgmt	Yes	Withhold	For	For	For
	Voting Policy Rationale: Although Alkermes has achieved positive results in terms of shareholder return, valuation, controlling R&D expense, and governance, the company has not restrained SG&A spending, delivered profitability improvements, or generated a positive return on investment. The dissident has made a compelling case for change to seek profitability improvements.Votes are warranted FOR dissident nominee Sarah Schlesinger.Shareholders are recommended to vote WITHHOLD on management nominee Richard Gaynor, dissident nominee Alex Denner, and dissident nominee Patrice Bonfiglio.Votes are also warranted FOR all management nominees other than Gaynor.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1I	Elect Management Nominee Director Richard B. Gaynor	Mgmt	Yes	Withhold	Withhold	Withhold	Withhold
	Voting Policy Rationale: Although Alkermes has achieved positive results in terms of shareholder return, valuation, controlling R&D expense, and governance, the company has not restrained SG&A spending, delivered profitability improvements, or generated a positive return on investment. The dissident has made a compelling case for change to seek profitability improvements.Votes are warranted FOR dissident nominee Sarah Schlesinger.Shareholders are recommended to vote WITHHOLD on management nominee Richard Gaynor, dissident nominee Alex Denner, and dissident nominee Patrice Bonfiglio.Votes are also warranted FOR all management nominees other than Gaynor.There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Alkermes Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1J	Elect Management Nominee Director Richard F. Pops	Mgmt	Yes	Withhold	For	For	For
	Voting Policy Rationale: Although Alkermes has achieved positive results in terms of shareholder return, valuation, controlling R&D expense, and governance, the company has not restrained SG&A spending, delivered profitability improvements, or generated a positive return on investment. The dissident has made a compelling case for change to seek profitability improvements.Votes are warranted FOR dissident nominee Sarah Schlesinger.Shareholders are recommended to vote WITHHOLD on management nominee Richard Gaynor, dissident nominee Alex Denner, and dissident nominee Patrice Bonfiglio.Votes are also warranted FOR all management nominees other than Gaynor.There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	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	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 30.21 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						
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.						
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		253	253
			06/21/2023	06/21/2023			
					Total Shares:	**253**	**253**

National Instruments Corporation

Meeting Date: 06/29/2023 **Country:** USA **Ticker:** NATI **Proxy Level:** 5

Record Date: 05/23/2023 **Meeting Type:** Special **Meeting ID:** 1763771

Primary Security ID: 636518102 **Primary CUSIP:** 636518102 **Primary ISIN:** US6365181022 **Primary SEDOL:** 2645078

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National Instruments Corporation

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

Votable Shares: 427 ***Shares on Loan:** 0 **Shares Instructed:** 427 **Shares Voted:** 427

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: In light of the company's reasonably thorough review of strategic alternatives, the premium to the unaffected price and historical trading levels, the certainty of value inherent in the cash form of consideration, and the downside risk of non-approval, a vote FOR the merger transaction is warranted.						
2	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, and no excise tax gross-ups are payable. In addition, a majority of outstanding equity awards are double trigger and PSUs will vest at target levels.						
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the underlying transaction merits support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		427	427
			06/20/2023	06/20/2023			
					Total Shares:	**427**	**427**

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
ESG Pillar: All Pillars
ESG Statistics Preference: Include Blended ESG Pillars
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 Category: All Categories
Proposal Proponents: All Proponents
Proposal Subcategory: All Subcategories
Rationale: All Rationale
Recommendations: All Recommendations
Record Date Markets: All Markets
Reregistration Meetings: Include Reregistration Meetings
Shareblocking Markets: All Markets
Significant Vote: None
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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