Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Nimble Storage, Inc.

Meeting Date: 07/15/2014 **Country:** USA **Primary Security ID:** 65440R101 **Meeting ID:** 898740
Record Date: 05/16/2014 **Meeting Type:** Annual **Ticker:** NMBL

Primary CUSIP: 65440R101 **Primary ISIN:** US65440R1014 **Primary SEDOL:** BH3XGB7 **Proxy Level:** 3

Shares Voted: 2,063 **Votable Shares:** 2,063 ***Shares on Loan:** 0 **Shares Instructed:** 2,063
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Suresh Vasudevan	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one woman director after the election.						
1.2	Elect Director Varun Mehta	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one woman director after the election.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: The estimated shareholder value transfer of 87 percent is greater than the company-specific allowable cap of 12 percent; and* The plan allows the board to reprice stock options without prior shareholder approval.*						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	06/24/2014	Auto-Approved	06/24/2014	2,063	2,063
						Total Shares:	**2,063**	**2,063**

SUPERVALU INC.

Meeting Date: 07/16/2014 **Country:** USA **Primary Security ID:** 868536103 **Meeting ID:** 899823
Record Date: 05/22/2014 **Meeting Type:** Annual **Ticker:** SVU

Primary CUSIP: 868536103 **Primary ISIN:** US8685361037 **Primary SEDOL:** 2863610 **Proxy Level:** 3

Shares Voted: 2,270 **Votable Shares:** 2,270 ***Shares on Loan:** 0 **Shares Instructed:** 2,270
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald R. Chappel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						

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

SUPERVALU INC.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Irwin S. Cohen	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1c	Elect Director Sam Duncan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1d	Elect Director Philip L. Francis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1e	Elect Director Eric G. Johnson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1f	Elect Director Mathew M. Pendo	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1g	Elect Director Matthew E. Rubel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Wayne C. Sales	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1i	Elect Director Frank A. Savage	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1j	Elect Director John T. Standley	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1k	Elect Director Gerald L. Storch	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because: The estimated shareholder value transfer of 15 percent is greater than the company-specific allowable cap of 8 percent; and* The company's three-year average equity burn rate is excessive.*						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

SUPERVALU INC.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	07/02/2014	Auto-Approved	07/02/2014	2,270	2,270
						Total Shares:	**2,270**	**2,270**

Intercept Pharmaceuticals, Inc.

Meeting Date: 07/17/2014 **Country:** USA **Primary Security ID:** 45845P108 **Meeting ID:** 905567
Record Date: 05/30/2014 **Meeting Type:** Annual **Ticker:** ICPT

Primary CUSIP: 45845P108 **Primary ISIN:** US45845P1084 **Primary SEDOL:** B7N59F8 **Proxy Level:** 2

Shares Voted: 130 **Votable Shares:** 130 ***Shares on Loan:** 0 **Shares Instructed:** 130
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Srinivas Akkaraju	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Luca Benatti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Paolo Fundaro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Sanj K. Patel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Mark Pruzanski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Glenn Sblendorio	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.7	Elect Director Jonathan T. Silverstein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Klaus Veitinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Nicole S. Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Intercept Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
3	Ratify Auditors	Mgmt	Yes	For	For	For	For

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	06/28/2014	Auto-Approved	06/28/2014	130	130
						Total Shares:	**130**	**130**

Burlington Stores, Inc.

Meeting Date: 07/18/2014 **Country:** USA **Primary Security ID:** 122017106 **Meeting ID:** 901476
Record Date: 05/30/2014 **Meeting Type:** Annual **Ticker:** BURL

Primary CUSIP: 122017106 **Primary ISIN:** US1220171060 **Primary SEDOL:** BF311Y5 **Proxy Level:** 3

Shares Voted: 1,746 **Votable Shares:** 1,746 ***Shares on Loan:** 0 **Shares Instructed:** 1,746
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joshua Bekenstein	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Jordan Hitch	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	07/01/2014	Auto-Approved	07/01/2014	1,746	1,746
						Total Shares:	**1,746**	**1,746**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Burlington Stores, Inc.

NanoString Technologies, Inc.

Meeting Date: 07/28/2014 **Country:** USA **Primary Security ID:** 63009R109 **Meeting ID:** 901441
Record Date: 05/30/2014 **Meeting Type:** Annual **Ticker:** NSTG

Primary CUSIP: 63009R109 **Primary ISIN:** US63009R1095 **Primary SEDOL:** BBL59X6 **Proxy Level:** 1

Shares Voted: 1,230 **Votable Shares:** 1,230 ***Shares on Loan:** 0 **Shares Instructed:** 1,230
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director R. Bradley Gray	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Tina S. Nova (Resigned)	Mgmt	No				
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	07/23/2014	Auto-Approved	07/23/2014	1,230	1,230
						Total Shares:	**1,230**	**1,230**

Cliffs Natural Resources Inc.

Meeting Date: 07/29/2014 **Country:** USA **Primary Security ID:** 18683K101 **Meeting ID:** 903342
Record Date: 06/02/2014 **Meeting Type:** Proxy Contest **Ticker:** CLF

Primary CUSIP: 18683K101 **Primary ISIN:** US18683K1016 **Primary SEDOL:** 2202707 **Proxy Level:** 6

Shares Voted: 1,329 **Votable Shares:** 1,329 ***Shares on Loan:** 0 **Shares Instructed:** 1,329
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Management Proxy (White Card)	Mgmt	No				
1.1	Elect Director Gary B. Halverson	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on the management card.						

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

Cliffs Natural Resources Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Mark E. Gaumond	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
1.3	Elect Director Susan M. Green	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
1.4	Elect Director Janice K. Henry	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
1.5	Elect Director James F. Kirsch	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
1.6	Elect Director Richard K. Riederer	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
1.7	Elect Director Timothy W. Sullivan	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
2	Approve Non-Employee Director Restricted Stock Plan	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
5	Ratify Auditors	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Dissident Proxy (Gold Card)	Mgmt	No				
1.1	Elect Directors Robert P. Fisher, Jr.	SH	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The dissident has made a compelling case that change at the board level is warranted. As such, votes FOR dissident nominees Goncalves, Rutkowski, Stoliar, and Taylor are warranted.						
1.2	Elect Directors Celso Lourenco Goncalves	SH	Yes	For	For	For	For
1.3	Elect Directors Joseph Rutkowski	SH	Yes	For	For	For	For
1.4	Elect Directors James S. Sawyer	SH	Yes	For	Withhold	Withhold	Withhold
1.5	Elect Directors Gabriel Stoliar	SH	Yes	For	For	For	For
1.6	Elect Directors Douglas Taylor	SH	Yes	For	For	For	For
2	Approve Non-Employee Director Restricted Stock Plan	Mgmt	Yes	Against	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.*						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Following low support for the say-on-pay proposal last year, the company engaged with shareholders and discloses feedback and changes made to the pay program as a result. The company's short- and long-term incentive programs are sufficiently performance-based and actual payouts under the programs appear reasonable in light of company performance. Compensation decisions in regards to the CEO transition do not raise significant concerns at this time.						

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

Cliffs Natural Resources Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	Yes	Against	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 the repricing of stock options without prior shareholder approval; and* The equity burn rate is reasonable.*						
5	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	07/23/2014	Auto-Approved	07/23/2014	1,130	1,130
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	07/23/2014	Auto-Approved	07/23/2014	199	199
						Total Shares:	**1,329**	**1,329**

Icon plc

Meeting Date: 07/29/2014 **Country:** Ireland **Primary Security ID:** G4705A100 **Meeting ID:** 905029
Record Date: 06/05/2014 **Meeting Type:** Annual **Ticker:** ICLR

Primary CUSIP: G4705A100 **Primary ISIN:** IE0005711209 **Primary SEDOL:** B94G471 **Proxy Level:** N/A

Shares Voted: 1,071 **Votable Shares:** 1,071 ***Shares on Loan:** 0 **Shares Instructed:** 1,071
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Reelect John Climax as Director	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Reelect Dermot Kelleher as Director	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Mary Pendergast as Director	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Hugh Brady as Director	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For

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

Icon plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
4	Authorise Share Repurchase Program	Mgmt	Yes	For	For	For	For
5	Approve the Price Range for the Reissuance of Shares	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	07/25/2014	Auto-Approved	07/25/2014	1,071	1,071
						Total Shares:	**1,071**	**1,071**

Legg Mason, Inc.

Meeting Date: 07/29/2014 **Country:** USA **Primary Security ID:** 524901105 **Meeting ID:** 904950
Record Date: 05/29/2014 **Meeting Type:** Annual **Ticker:** LM

Primary CUSIP: 524901105 **Primary ISIN:** US5249011058 **Primary SEDOL:** 2510615 **Proxy Level:** 3

Shares Voted: 322 **Votable Shares:** 322 ***Shares on Loan:** 0 **Shares Instructed:** 322
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert E. Angelica	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Carol Anthony ('John') Davidson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Barry W. Huff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Dennis M. Kass	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Cheryl Gordon Krongard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director John V. Murphy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Legg Mason, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director John H. Myers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Nelson Peltz	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.9	Elect Director W. Allen Reed	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Margaret Milner Richardson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director Kurt L. Schmoke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.12	Elect Director Joseph A. Sullivan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction.						
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 discretionary nature of Legg Mason's incentive award program raises concerns, the company's fiscal year 2014 compensation appears to align with its performance during the period. Shareholder should closely monitor pay decisions moving forward.						
4	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	07/08/2014	Auto-Approved	07/08/2014	322	322
						Total Shares:	**322**	**322**

CA, Inc.

Meeting Date: 07/30/2014 **Country:** USA **Primary Security ID:** 12673P105 **Meeting ID:** 904013
Record Date: 06/05/2014 **Meeting Type:** Annual **Ticker:** CA

Primary CUSIP: 12673P105 **Primary ISIN:** US12673P1057 **Primary SEDOL:** 2214832 **Proxy Level:** 3

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

CA, Inc.

Shares Voted: 3,440 **Votable Shares:** 3,440 ***Shares on Loan:** 0 **Shares Instructed:** 3,440

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Jens Alder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1B	Elect Director Raymond J. Bromark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1C	Elect Director Gary J. Fernandes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1D	Elect Director Michael P. Gregoire	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1E	Elect Director Rohit Kapoor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1F	Elect Director Kay Koplovitz	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1G	Elect Director Christopher B. Lofgren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1H	Elect Director Richard Sulpizio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1I	Elect Director Laura S. Unger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1J	Elect Director Arthur F. Weinbach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1K	Elect Director Renato (Ron) Zambonini	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: While there are concerns about the substantial gross-up payment related to CEO relocation, increasing personal aircraft usage by the CEO, and legacy agreements with executives which provide for excise tax gross-up provisions, these do not rise to a level to cause an adverse vote recommendation at this time. Additionally, pay and performance appear reasonably aligned at this time. As such, a vote FOR this proposal is warranted.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

CA, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	07/08/2014	Auto-Approved	07/08/2014	3,440	3,440
						Total Shares:	**3,440**	**3,440**

Tidewater Inc.

Meeting Date: 07/31/2014 **Country:** USA **Primary Security ID:** 886423102 **Meeting ID:** 905917
Record Date: 06/13/2014 **Meeting Type:** Annual **Ticker:** TDW

Primary CUSIP: 886423102 **Primary ISIN:** US8864231027 **Primary SEDOL:** 2891859 **Proxy Level:** 3

Shares Voted: 743 **Votable Shares:** 743 ***Shares on Loan:** 0 **Shares Instructed:** 743
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director M. Jay Allison	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director James C. Day	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Richard T. du Moulin	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director Morris E. Foster	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director J. Wayne Leonard	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director Richard A. Pattarozzi	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director Jeffrey M. Platt	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.8	Elect Director Robert L. Potter	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

Tidewater Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Nicholas J. Sutton	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.10	Elect Director Cindy B. Taylor	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.11	Elect Director Jack E. Thompson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
4	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	07/15/2014	Auto-Approved	07/15/2014	743	743
						Total Shares:	**743**	**743**

Applied Micro Circuits Corporation

Meeting Date: 08/12/2014 **Country:** USA **Primary Security ID:** 03822W406 **Meeting ID:** 906726
Record Date: 06/19/2014 **Meeting Type:** Annual **Ticker:** AMCC

Primary CUSIP: 03822W406 **Primary ISIN:** US03822W4069 **Primary SEDOL:** 2128762 **Proxy Level:** 3

Shares Voted: 2,035 **Votable Shares:** 2,035 ***Shares on Loan:** 0 **Shares Instructed:** 2,035
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Cesaratto	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1b	Elect Director Paramesh Gopi	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						

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

Applied Micro Circuits Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Paul R. Gray	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1d	Elect Director Fred Shlapak	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1e	Elect Director Robert F. Sproull	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1f	Elect Director Duston Williams	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because: 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.						
4	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 significant reduction in fiscal 2013, CEO pay increased substantially in fiscal 2014 due to several large grants of equity. Goals tied to the EPS-based special equity award utilize the same performance period and metric as the company's newly established short-term program, leading to duplicative payouts for a single accomplishment. Special equity awards based on product milestones lack disclosure of specific performance goals. The company's performance does not appear to substantiate awards at this magnitude, given share price underperformance relative to peers over a three- and five-year period. Finally, previously identified concerns regarding the company's compensation disclosure and equity grant magnitude have resurfaced for the year in review.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	07/25/2014	Auto-Approved	07/25/2014	2,035	2,035
						Total Shares:	**2,035**	**2,035**

Computer Sciences Corporation

Meeting Date: 08/13/2014 **Country:** USA **Primary Security ID:** 205363104 **Meeting ID:** 906511
Record Date: 06/16/2014 **Meeting Type:** Annual **Ticker:** CSC

Primary CUSIP: 205363104 **Primary ISIN:** US2053631048 **Primary SEDOL:** 2215200 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Computer Sciences Corporation

Shares Voted: 140 **Votable Shares:** 140 ***Shares on Loan:** 0 **Shares Instructed:** 140

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David J. Barram	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1b	Elect Director Erik Brynjolfsson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1c	Elect Director Rodney F. Chase	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1d	Elect Director Bruce B. Churchill	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1e	Elect Director Nancy Killefer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1f	Elect Director J. Michael Lawrie	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1g	Elect Director Brian P. MacDonald	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1h	Elect Director Sean O'Keefe	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	07/31/2014	Auto-Approved	07/31/2014	140	140
						Total Shares:	**140**	**140**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Medtronic, Inc.

Meeting Date: 08/21/2014 **Country:** USA **Primary Security ID:** 585055106 **Meeting ID:** 908882
Record Date: 06/23/2014 **Meeting Type:** Annual **Ticker:** MDT

Primary CUSIP: 585055106 **Primary ISIN:** US5850551061 **Primary SEDOL:** 2575465 **Proxy Level:** 3

Shares Voted: 5,750 **Votable Shares:** 5,750 ***Shares on Loan:** 0 **Shares Instructed:** 5,750
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard H. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.2	Elect Director Scott C. Donnelly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.3	Elect Director Omar Ishrak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.4	Elect Director Shirley Ann Jackson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.5	Elect Director Michael O. Leavitt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.6	Elect Director James T. Lenehan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.7	Elect Director Denise M. O'Leary	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.8	Elect Director Kendall J. Powell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.9	Elect Director Robert C. Pozen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.10	Elect Director Preetha Reddy	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee attended less than 75% of the board and committee meetings that they were scheduled to attend during the previous fiscal year without a valid excuse (e.g. illness, work on behalf of the company, service to the nation).						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

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

Medtronic, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
5	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	Yes	For	For	For	For
6	Reduce Supermajority Vote Requirement for Establishing Range For Board Size	Mgmt	Yes	For	For	For	For
7	Reduce Supermajority Vote Requirement for Removal of Directors	Mgmt	Yes	For	For	For	For
8	Reduce Supermajority Vote Requirement for Amendment of Articles	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	07/29/2014	Auto-Approved	07/29/2014	5,750	5,750
						Total Shares:	**5,750**	**5,750**

TriQuint Semiconductor, Inc.

Meeting Date: 09/05/2014 **Country:** USA **Primary Security ID:** 89674K103 **Meeting ID:** 911538
Record Date: 07/16/2014 **Meeting Type:** Special **Ticker:** TQNT

Primary CUSIP: 89674K103 **Primary ISIN:** US89674K1034 **Primary SEDOL:** 2904393 **Proxy Level:** 5

Shares Voted: 3,147 **Votable Shares:** 3,147 ***Shares on Loan:** 0 **Shares Instructed:** 3,147
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
2	Approve Absence of Majority Voting Provision in Rocky Holding's Amended Certificate of Incorporation	Mgmt	Yes	For	For	For	For
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
4	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	08/26/2014	Auto-Approved	08/26/2014	3,147	3,147
						Total Shares:	**3,147**	**3,147**

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

TriQuint Semiconductor, Inc.

Cyberonics, Inc.

Meeting Date: 09/18/2014 **Country:** USA **Primary Security ID:** 23251P102 **Meeting ID:** 911391
Record Date: 07/28/2014 **Meeting Type:** Annual **Ticker:** CYBX

Primary CUSIP: 23251P102 **Primary ISIN:** US23251P1021 **Primary SEDOL:** 2242479 **Proxy Level:** 3

Shares Voted: 802 **Votable Shares:** 802 ***Shares on Loan:** 0 **Shares Instructed:** 802
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Guy C. Jackson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Joseph E. Laptewicz, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Daniel J. Moore	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director Hugh M. Morrison	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director Alfred J. Novak	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director Arthur L. Rosenthal	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director Jon T. Tremmel	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Approve Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
3	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Ballot Details

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

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

Cyberonics, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	09/03/2014	Auto-Approved	09/03/2014	802	802
						Total Shares:	**802**	**802**

NIKE, Inc.

Meeting Date: 09/18/2014 **Country:** USA **Primary Security ID:** 654106103 **Meeting ID:** 910783
Record Date: 07/18/2014 **Meeting Type:** Annual **Ticker:** NKE

Primary CUSIP: 654106103 **Primary ISIN:** US6541061031 **Primary SEDOL:** 2640147 **Proxy Level:** 3

Shares Voted: 5,417 **Votable Shares:** 5,417 ***Shares on Loan:** 0 **Shares Instructed:** 5,417
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan B. Graf, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director John C. Lechleiter	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Michelle A. Peluso	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Phyllis M. Wise	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						
3	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	09/03/2014	Auto-Approved	09/03/2014	292	292
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	09/03/2014	Auto-Approved	09/03/2014	5,125	5,125
						Total Shares:	**5,417**	**5,417**

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

NIKE, Inc.

Herman Miller, Inc.

Meeting Date: 10/06/2014 **Country:** USA **Primary Security ID:** 600544100 **Meeting ID:** 915541
Record Date: 08/08/2014 **Meeting Type:** Annual **Ticker:** MLHR

Primary CUSIP: 600544100 **Primary ISIN:** US6005441000 **Primary SEDOL:** 2594222 **Proxy Level:** 3

Shares Voted: 5,970 **Votable Shares:** 5,970 ***Shares on Loan:** 0 **Shares Instructed:** 5,970
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary Vermeer Andringa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director J. Barry Griswell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Brian C. Walker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	09/12/2014	Auto-Approved	09/12/2014	5,970	5,970
						Total Shares:	**5,970**	**5,970**

The Procter & Gamble Company

Meeting Date: 10/14/2014 **Country:** USA **Primary Security ID:** 742718109 **Meeting ID:** 916365
Record Date: 08/15/2014 **Meeting Type:** Annual **Ticker:** PG

Primary CUSIP: 742718109 **Primary ISIN:** US7427181091 **Primary SEDOL:** 2704407 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

The Procter & Gamble Company

Shares Voted: 6,795 **Votable Shares:** 6,795 ***Shares on Loan:** 0 **Shares Instructed:** 6,795

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Angela F. Braly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1b	Elect Director Kenneth I. Chenault	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Scott D. Cook	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Susan Desmond-Hellmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1e	Elect Director A.G. Lafley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1f	Elect Director Terry J. Lundgren	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director W. James McNerney, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Margaret C. Whitman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1i	Elect Director Mary Agnes Wilderotter	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Patricia A. Woertz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1k	Elect Director Ernesto Zedillo	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For

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

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
5	Assess Environmental Impact of Non-Recyclable Packaging	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted as shareholders would benefit from additional information regarding the company's initiatives relating to the recyclability of the company's product packaging.						
6	Report on Consistency Between Corporate Values and Political Contributions	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted given that shareholders would benefit from greater transparency with respect to the firm's policies and oversight mechanisms for facilitating a greater alignment of corporate political expenditures and shareholder interests, and would thus be better positioned to make more informed assessments of the risks faced by the firm through its political spending activities.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	09/26/2014	Auto-Approved	09/26/2014	6,795	6,795
						Total Shares:	**6,795**	**6,795**

Seagate Technology plc

Meeting Date: 10/22/2014 **Country:** Ireland **Primary Security ID:** G7945M107 **Meeting ID:** 917236
Record Date: 08/26/2014 **Meeting Type:** Annual **Ticker:** STX

Primary CUSIP: G7945J104 **Primary ISIN:** IE00B58JVZ52 **Primary SEDOL:** B58JVZ5 **Proxy Level:** N/A

Shares Voted: 450 **Votable Shares:** 450 ***Shares on Loan:** 0 **Shares Instructed:** 450
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen J. Luczo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Frank J. Biondi, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Michael R. Cannon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Mei-Wei Cheng	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Seagate Technology plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director William T. Coleman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Jay L. Geldmacher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Kristen M. Onken	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Chong Sup Park	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Gregorio Reyes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Stephanie Tilenius	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Edward J. Zander	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Mgmt	Yes	For	For	For	For
3	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
7	Authorize the Holding of the 2015 AGM at a Location Outside Ireland	Mgmt	Yes	For	For	For	For
8	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 4.16 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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	09/30/2014	Auto-Approved	09/30/2014	450	450
						Total Shares:	**450**	**450**

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

Seagate Technology plc

Wix.com Ltd.

Meeting Date: 10/27/2014 **Country:** Israel **Primary Security ID:** M98068105 **Meeting ID:** 920489
Record Date: 09/26/2014 **Meeting Type:** Special **Ticker:** WIX

Primary CUSIP: N/A **Primary ISIN:** IL0011301780 **Primary SEDOL:** BFZCHN7 **Proxy Level:** N/A

Shares Voted: 2,851 **Votable Shares:** 2,851 ***Shares on Loan:** 0 **Shares Instructed:** 2,851
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Norbert Becker as External Director for a Period of Three Years Commencing on the Date of the Meeting	Mgmt	Yes	For	For	For	For
2	Subject to Approval of Proposal 1, Approve Compensation of Norbert Becker as External Director	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST is warranted, as the grant of options would lead to potential excessive dilution.						
3	Transact Other Business (Non-Voting)	Mgmt	No				
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	Yes	None	Refer	Refer	Against

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	vsulliva	10/24/2014	vsulliva	10/24/2014	2,851	2,851
						Total Shares:	**2,851**	**2,851**

Symantec Corporation

Meeting Date: 10/28/2014 **Country:** USA **Primary Security ID:** 871503108 **Meeting ID:** 917398
Record Date: 08/29/2014 **Meeting Type:** Annual **Ticker:** SYMC

Primary CUSIP: 871503108 **Primary ISIN:** US8715031089 **Primary SEDOL:** 2861078 **Proxy Level:** 3

Shares Voted: 3,287 **Votable Shares:** 3,287 ***Shares on Loan:** 0 **Shares Instructed:** 3,287
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael A. Brown	Mgmt	Yes	For	For	Against	Against

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

Symantec Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1b	Elect Director Frank E. Dangeard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Geraldine B. Laybourne	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1d	Elect Director David L. Mahoney	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Robert S. Miller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1f	Elect Director Anita M. Sands	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1g	Elect Director Daniel H. Schulman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1h	Elect Director V. Paul Unruh	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1i	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The severance package for former CEO Bennett is substantial despite less than two years of service and lackluster company performance. While adhering to the terms of his employment agreement, the severance includes the acceleration of equity even where performance goals were not met. This acceleration constitutes a significant portion of his severance and has created a pay-for-performance disconnect.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	10/11/2014	Auto-Approved	10/11/2014	3,287	3,287
						Total Shares:	**3,287**	**3,287**

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

Symantec Corporation

WellPoint, Inc.

Meeting Date: 11/05/2014 **Country:** USA **Primary Security ID:** 94973V107 **Meeting ID:** 920669
Record Date: 09/12/2014 **Meeting Type:** Special **Ticker:** WLP

Primary CUSIP: 94973V107 **Primary ISIN:** US94973V1070 **Primary SEDOL:** 2794743 **Proxy Level:** 2

Shares Voted: 378 **Votable Shares:** 378 ***Shares on Loan:** 0 **Shares Instructed:** 378
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Change Company Name to Anthem, Inc.	Mgmt	Yes	For	For	Abstain	Abstain
	Voting Policy Rationale: Always ABSTAIN						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	10/07/2014	Auto-Approved	10/07/2014	294	294
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	10/07/2014	Auto-Approved	10/07/2014	84	84
						Total Shares:	**378**	**378**

WESTERN DIGITAL CORPORATION

Meeting Date: 11/05/2014 **Country:** USA **Primary Security ID:** 958102105 **Meeting ID:** 920720
Record Date: 09/09/2014 **Meeting Type:** Annual **Ticker:** WDC

Primary CUSIP: 958102105 **Primary ISIN:** US9581021055 **Primary SEDOL:** 2954699 **Proxy Level:** 3

Shares Voted: 250 **Votable Shares:** 250 ***Shares on Loan:** 0 **Shares Instructed:** 250
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathleen A. Cote	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Henry T. DeNero	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Michael D. Lambert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

WESTERN DIGITAL CORPORATION

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Len J. Lauer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Matthew E. Massengill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Stephen D. Milligan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Thomas E. Pardun	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Paula A. Price	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Masahiro Yamamura	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	10/14/2014	Auto-Approved	10/14/2014	250	250
						Total Shares:	**250**	**250**

Coach, Inc.

Meeting Date: 11/06/2014 **Country:** USA **Primary Security ID:** 876030107 **Meeting ID:** 921284
Record Date: 09/09/2014 **Meeting Type:** Annual **Ticker:** COH

Primary CUSIP: 876030107 **Primary ISIN:** US8760301072 **Primary SEDOL:** BF09HX3 **Proxy Level:** 3

Shares Voted: 83 **Votable Shares:** 83 ***Shares on Loan:** 0 **Shares Instructed:** 83
Total Ballots: 1 **Voting Policy:** UUA

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

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

Coach, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Susan Kropf	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Gary Loveman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Victor Luis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Ivan Menezes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director William Nuti	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.7	Elect Director Stephanie Tilenius	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Jide Zeitlin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	10/11/2014	Auto-Approved	10/11/2014	83	83
						Total Shares:	**83**	**83**

WuXi PharmaTech (Cayman) Inc.

Meeting Date: 11/11/2014 **Country:** Cayman Islands **Primary Security ID:** 929352102 **Meeting ID:** 923826
Record Date: 10/08/2014 **Meeting Type:** Annual **Ticker:** WX

Primary CUSIP: 929352102 **Primary ISIN:** US9293521020 **Primary SEDOL:** B23PW87 **Proxy Level:** N/A

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

WuXi PharmaTech (Cayman) Inc.

Shares Voted: 1,870 **Votable Shares:** 1,870 ***Shares on Loan:** 0 **Shares Instructed:** 1,870

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt	No				
	ORDINARY RESOLUTIONS	Mgmt	No				
1	Re-Elect Xiaozhong Liu as Director	Mgmt	Yes	For	For	For	For
2	Re-Elect Kian Wee Seah as Director	Mgmt	Yes	For	For	For	For
3	Re-Elect William R. Keller as Director	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	11/01/2014	Auto-Approved	11/01/2014	1,870	1,870
						Total Shares:	**1,870**	**1,870**

Tutor Perini Corporation

Meeting Date: 11/12/2014 **Country:** USA **Primary Security ID:** 901109108 **Meeting ID:** 922431
Record Date: 09/22/2014 **Meeting Type:** Special **Ticker:** TPC

Primary CUSIP: 901109108 **Primary ISIN:** US9011091082 **Primary SEDOL:** 2681760 **Proxy Level:** 3

Shares Voted: 2,540 **Votable Shares:** 2,540 ***Shares on Loan:** 0 **Shares Instructed:** 2,540

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	10/24/2014	Auto-Approved	10/24/2014	2,540	2,540
						Total Shares:	**2,540**	**2,540**

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

Malibu Boats, Inc.

Meeting Date: 11/18/2014 **Country:** USA **Primary Security ID:** 56117J100 **Meeting ID:** 922404
Record Date: 09/30/2014 **Meeting Type:** Annual **Ticker:** MBUU

Primary CUSIP: 56117J100 **Primary ISIN:** US56117J1007 **Primary SEDOL:** BJ38KJ2 **Proxy Level:** 1

Shares Voted: 1,835 **Votable Shares:** 1,835 ***Shares on Loan:** 0 **Shares Instructed:** 1,835
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark W. Lanigan	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Ivar S. Chhina	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Michael J. Connolly	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	10/24/2014	Auto-Approved	10/24/2014	1,835	1,835
						Total Shares:	**1,835**	**1,835**

Campbell Soup Company

Meeting Date: 11/19/2014 **Country:** USA **Primary Security ID:** 134429109 **Meeting ID:** 922208
Record Date: 09/22/2014 **Meeting Type:** Annual **Ticker:** CPB

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

Shares Voted: 8,862 **Votable Shares:** 8,862 ***Shares on Loan:** 0 **Shares Instructed:** 8,862
Total Ballots: 1 **Voting Policy:** UUA

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

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

Campbell Soup Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Bennett Dorrance	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Lawrence C. Karlson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Randall W. Larrimore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Marc B. Lautenbach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Mary Alice Dorrance Malone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Sara Mathew	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Denise M. Morrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Charles R. Perrin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director A. Barry Rand	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director Nick Shreiber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.12	Elect Director Tracey T. Travis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.13	Elect Director Archbold D. van Beuren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.14	Elect Director Les C. Vinney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Campbell Soup Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	10/29/2014	Auto-Approved	10/29/2014	8,862	8,862
						Total Shares:	**8,862**	**8,862**

Cisco Systems, Inc.

Meeting Date: 11/20/2014 **Country:** USA **Primary Security ID:** 17275R102 **Meeting ID:** 922025
Record Date: 09/22/2014 **Meeting Type:** Annual **Ticker:** CSCO

Primary CUSIP: 17275R102 **Primary ISIN:** US17275R1023 **Primary SEDOL:** 2198163 **Proxy Level:** 3

Shares Voted: 13,406 **Votable Shares:** 13,406 ***Shares on Loan:** 0 **Shares Instructed:** 13,406
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol A. Bartz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director M. Michele Burns	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Michael D. Capellas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director John T. Chambers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Brian L. Halla	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director John L. Hennessy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Kristina M. Johnson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						

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

Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Roderick C. McGeary	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Arun Sarin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Steven M. West	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
5	Establish Public Policy Board Committee	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because: Cisco does not appear to have a board committee with specific responsibility for oversight of public policy issues; The creation of a public policy board committee, as requested, could assist the board in its oversight of a number of public issues that may affect operations, performance, reputation, and shareholder value; and The establishment of such a board committee should not be unduly burdensome and should enhance and complement the company's existing policies and commitments.						
6	Adopt Proxy Access Right	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed access right lacks the parameters necessary to balance a meaningful right to participate in the director nomination process with the necessary safeguards. Specifically, the proposed access right would enable separate groups of shareholders to nominate candidates representing up to a total of 40 percent of the board, which in addition to the lack of a cumulative limit on the number of directors nominated via proxy access, could risk excessive board disruption. Also, the language for 1(b) is ambiguous and potentially allows for a loophole to the three-year holding requirement.						
7	Report on Political Contributions	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as disclosure of the company's payments to trade associations and board level oversight of its political contributions and trade association memberships would aid shareholders in assessing the company's management of its comprehensive political activities.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	11/06/2014	Auto-Approved	11/06/2014	13,406	13,406
						Total Shares:	**13,406**	**13,406**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Caesarstone Sdot-Yam Ltd.

Meeting Date: 12/03/2014 **Country:** Israel **Primary Security ID:** M20598104 **Meeting ID:** 926759
Record Date: 11/03/2014 **Meeting Type:** Annual **Ticker:** CSTE

Primary CUSIP: N/A **Primary ISIN:** IL0011259137 **Primary SEDOL:** B796245 **Proxy Level:** N/A

Shares Voted: 1,447 **Votable Shares:** 1,447 ***Shares on Loan:** 0 **Shares Instructed:** 1,447
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Reelect Maxim Ohana as Director Until the End of the Next Annual General Meeting	Mgmt	Yes	For	For	For	For
1.2	Reelect Yonatan Melamed as Director Until the End of the Next Annual General Meeting	Mgmt	Yes	For	For	For	For
1.3	Reelect Moshe Ronen as Director Until the End of the Next Annual General Meeting	Mgmt	Yes	For	For	For	For
1.4	Reelect Avner Naveh as Director Until the End of the Next Annual General Meeting	Mgmt	Yes	For	For	For	For
1.5	Reelect Shachar Degani as Director Until the End of the Next Annual General Meeting	Mgmt	Yes	For	For	For	For
1.6	Reelect Ram Belnikov as Director Until the End of the Next Annual General Meeting	Mgmt	Yes	For	For	For	For
1.7	Elect Ofer Tsimchi as Director Until the End of the Next Annual General Meeting	Mgmt	Yes	For	For	For	For
1.8	Elect Amichai Beer as Director Until the End of the Next Annual General Meeting	Mgmt	Yes	For	For	For	For
1.9	Elect Or Gilboa as Director Until the End of the Next Annual General Meeting	Mgmt	Yes	For	For	For	For
2.1	Reelect Ofer Borovsky as Director for an Additional Three-Year Term Commencing March 21, 2015	Mgmt	Yes	For	For	For	For
2.2	Reelect Irit Ben-Dov as Director for an Additional Three-Year Term Commencing March 21, 2015	Mgmt	Yes	For	For	For	For
3.1	Approve Compensation of Each of the Directors Who Are Not Affiliated with the Controlling Shareholder of the Company	Mgmt	Yes	For	For	For	For
3.2	Approve Compensation of Each of the Directors Who Are Affiliated with the Controlling Shareholder of the Company	Mgmt	Yes	For	For	For	For
4	Approve Compensation for the Chairman of the Board	Mgmt	Yes	For	For	For	For
5	Reappoint Kost, Forer, Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For

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

Caesarstone Sdot-Yam Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	Yes	None	Refer	Refer	Against
	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.						
	With regards to the personal interest mentioned above, it should be clarified that for Items 2.1 and 2.2 this entails a personal interest relating to the election of an external director, arising from affiliation with the controlling shareholder.	Mgmt	No				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	vsulliva	11/28/2014	vsulliva	11/28/2014	1,447	1,447
						Total Shares:	**1,447**	**1,447**

Microsoft Corporation

Meeting Date: 12/03/2014 **Country:** USA **Primary Security ID:** 594918104 **Meeting ID:** 924670
Record Date: 09/30/2014 **Meeting Type:** Annual **Ticker:** MSFT

Primary CUSIP: 594918104 **Primary ISIN:** US5949181045 **Primary SEDOL:** 2588173 **Proxy Level:** 3

Shares Voted: 3,062 **Votable Shares:** 3,062 ***Shares on Loan:** 0 **Shares Instructed:** 3,062
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William H. Gates lll	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.						
1.2	Elect Director Maria M. Klawe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.						
1.3	Elect Director Teri L. List-Stoll	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.						

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

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director G. Mason Morfit	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.						
1.5	Elect Director Satya Nadella	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.						
1.6	Elect Director Charles H. Noski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.						
1.7	Elect Director Helmut Panke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.						
1.8	Elect Director Charles W. Scharf	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.						
1.9	Elect Director John W. Stanton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.						
1.10	Elect Director John W. Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.						
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 company awarded new CEO Nadella, who was internally promoted, a performance-based mega equity grant valued at $65 million at target, which raises his total reported compensation for 2014 to over $90 million. Although the award is subject to an extended vesting period and requires above-market TSR performance for target payout, a significant portion (25 percent) of the award may vest even upon below-market TSR performance, at or below the 30th percentile of the S&P 500. Additionally, given the sheer size of this award, it is concerning that the company plans to make annual time-based equity awards to Nadella in the years immediately following the mega grant. Finally, concerns are raised with respect to the company's incentive programs, including the fact that executives' bonuses are determined discretionarily and annual equity grants lack performance conditions.						
3	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Proxy Access	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted as the proposed access right lacks the parameters necessary to balance a meaningful right to participate in the director nomination process with the necessary safeguards. Specifically, the proposed access right would enable separate groups of shareholders to nominate candidates representing up to a total of 40 percent of the board, which in addition to the lack of a cumulative limit on the number of directors nominated via proxy access, could risk excessive board disruption. Also, the language for 1(b) is ambiguous and potentially allows for a loophole to the three-year holding requirement.						

Ballot Details

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

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

Microsoft Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	11/20/2014	Auto-Approved	11/20/2014	3,062	3,062
						Total Shares:	**3,062**	**3,062**

PAREXEL International Corporation

Meeting Date: 12/04/2014 **Country:** USA **Primary Security ID:** 699462107 **Meeting ID:** 926071
Record Date: 10/10/2014 **Meeting Type:** Annual **Ticker:** PRXL

Primary CUSIP: 699462107 **Primary ISIN:** US6994621075 **Primary SEDOL:** 2671318 **Proxy Level:** 3

Shares Voted: 1,064 **Votable Shares:** 1,064 ***Shares on Loan:** 0 **Shares Instructed:** 1,064
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Patrick J. Fortune	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board lacks racial diversity.Less than 20 percent of the board is diverse.The board would not have at least one woman AND one minority director after the election.						
1.2	Elect Director Ellen M. Zane	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board lacks racial diversity.Less than 20 percent of the board is diverse.The board would not have at least one woman AND one minority director after the election.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	11/18/2014	Auto-Approved	11/18/2014	1,064	1,064
						Total Shares:	**1,064**	**1,064**

United Natural Foods, Inc.

Meeting Date: 12/17/2014 **Country:** USA **Primary Security ID:** 911163103 **Meeting ID:** 928583
Record Date: 10/20/2014 **Meeting Type:** Annual **Ticker:** UNFI

Primary CUSIP: 911163103 **Primary ISIN:** US9111631035 **Primary SEDOL:** 2895163 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

United Natural Foods, Inc.

Shares Voted: 975 **Votable Shares:** 975 ***Shares on Loan:** 0 **Shares Instructed:** 975

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ann Torre Bates	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1b	Elect Director Michael S. Funk	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1c	Elect Director Gail A. Graham	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1d	Elect Director James P. Heffernan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1e	Elect Director Steven L. Spinner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
5	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Despite concerns with respect to the proposed 25 percent ownership threshold and certain timing and agenda item restrictions, this proposal represents an improvement for shareholders' rights at the company given that shareholders currently have no right to call a special meeting.						
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. Although the company has adopted a "double-trigger" vesting approach, a policy for pro rata vesting of equity awards up to the time of an executive's termination will further align the interests of executives with shareholders.						
7	Report on Pay Disparity	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: Always vote FOR this proposal.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	12/03/2014	Auto-Approved	12/03/2014	975	975
						Total Shares:	**975**	**975**

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

United Natural Foods, Inc.

Covidien plc

Meeting Date: 01/06/2015 **Country:** Ireland **Primary Security ID:** G2554F113 **Meeting ID:** 930665
Record Date: 11/18/2014 **Meeting Type:** Special **Ticker:** COV

Primary CUSIP: G2554F105 **Primary ISIN:** IE00B68SQD29 **Primary SEDOL:** B68SQD2 **Proxy Level:** N/A

Shares Voted: 605 **Votable Shares:** 605 ***Shares on Loan:** 0 **Shares Instructed:** 605
Total Ballots: 1 **Voting Policy:** UUA

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
2	Approve Reduction of Share Premium Account	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: As the proposed combination will be beneficial to shareholders and in the absence of any corporate governance issues, a vote FOR these resolutions is warranted.						
3	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: As the proposed combination will be beneficial to shareholders and in the absence of any corporate governance issues, a vote FOR these resolutions is warranted.						
4	Amendment to Articles of Association	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: As the proposed combination will be beneficial to shareholders and in the absence of any corporate governance issues, a vote FOR these resolutions is warranted.						
5	Creation of Distributable Reserves of New Medtronic	Mgmt	Yes	For	For	For	For
6	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	12/20/2014	Auto-Approved	12/20/2014	605	605
						Total Shares:	**605**	**605**

Covidien plc

Meeting Date: 01/06/2015 **Country:** Ireland **Primary Security ID:** G2554F113 **Meeting ID:** 931072
Record Date: 11/18/2014 **Meeting Type:** Court **Ticker:** COV

Primary CUSIP: G2554F105 **Primary ISIN:** IE00B68SQD29 **Primary SEDOL:** B68SQD2 **Proxy Level:** N/A

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Covidien plc

Shares Voted: 605 **Votable Shares:** 605 ***Shares on Loan:** 0 **Shares Instructed:** 605

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

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	12/20/2014	Auto-Approved	12/20/2014	605	605
						Total Shares:	**605**	**605**

Medtronic, Inc.

Meeting Date: 01/06/2015 **Country:** Ireland **Primary Security ID:** G5960L103 **Meeting ID:** 930664
Record Date: 11/18/2014 **Meeting Type:** Special **Ticker:** MDT

Primary CUSIP: 585055106 **Primary ISIN:** IE00BTN1Y115 **Primary SEDOL:** BTN1Y11 **Proxy Level:** 5

Shares Voted: 3,710 **Votable Shares:** 3,710 ***Shares on Loan:** 0 **Shares Instructed:** 3,710

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
2	Approve Reduction of Share Premium Account	Mgmt	Yes	For	For	For	For
3	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
4	Adjourn Meeting	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	12/20/2014	Auto-Approved	12/20/2014	3,710	3,710
						Total Shares:	**3,710**	**3,710**

Air Products and Chemicals, Inc.

Meeting Date: 01/22/2015 **Country:** USA **Primary Security ID:** 009158106 **Meeting ID:** 932660
Record Date: 11/28/2014 **Meeting Type:** Annual **Ticker:** APD

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

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Air Products and Chemicals, Inc.

Shares Voted: 851 **Votable Shares:** 851 ***Shares on Loan:** 0 **Shares Instructed:** 851

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan K. Carter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.						
1b	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A majority of the board is comprised of independent directors, the key board committees are independent and there is gender and racial diversity on the board. There is at least 20 percent diversity.						
1c	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.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	01/03/2015	Auto-Approved	01/03/2015	851	851
						Total Shares:	**851**	**851**

Johnson Controls, Inc.

Meeting Date: 01/28/2015 **Country:** USA **Primary Security ID:** 478366107 **Meeting ID:** 932607
Record Date: 11/20/2014 **Meeting Type:** Annual **Ticker:** JCI

Primary CUSIP: 478366107 **Primary ISIN:** US4783661071 **Primary SEDOL:** 2476803 **Proxy Level:** 3

Shares Voted: 6,253 **Votable Shares:** 6,253 ***Shares on Loan:** 0 **Shares Instructed:** 6,253

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

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

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

Johnson Controls, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Richard Goodman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director William H. Lacy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Alex A. Molinaroli	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Mark P. Vergnano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay marginally increased for the new CEO during a year of some improved financial performance. Though the total pay package was not excessive, and perhaps included additional shares granted in conjunction with the promotion, shareholders may expect stronger "stretch" goals, as many performance measures were at maximum, despite financial and operational numbers that did not differ much from the previous year. Though there were some mitigating factors in total pay such as "double counting" long-term incentives under the previous cash plan when paid and reported in 2014, and the current granting and reporting of PSUs in the same year, shareholders should closely monitor the committee's pay decisions going forward.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	01/16/2015	Auto-Approved	01/16/2015	6,253	6,253
						Total Shares:	**6,253**	**6,253**

Visa Inc.

Meeting Date: 01/28/2015 **Country:** USA **Primary Security ID:** 92826C839 **Meeting ID:** 933655
Record Date: 12/01/2014 **Meeting Type:** Annual **Ticker:** V

Primary CUSIP: 92826C839 **Primary ISIN:** US92826C8394 **Primary SEDOL:** B2PZN04 **Proxy Level:** 3

Shares Voted: 4,010 **Votable Shares:** 4,010 ***Shares on Loan:** 0 **Shares Instructed:** 4,010
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary B. Cranston	Mgmt	Yes	For	For	For	For

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

Visa Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Alfred F. Kelly, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Robert W. Matschullat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Cathy E. Minehan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director David J. Pang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Charles W. Scharf	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director William S. Shanahan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director John A. C. Swainson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Approve Amendments to the Certificate of Incorporation to Facilitate Stock Splits	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed changes would enable the company to take advantage of market conditions and favorable opportunities to effect a stock split. The proposed amendments cure certificate provisions that would unintentionally result in disproportionate changes to ownership interests of its Class A, Class B and Class C shareholders following a Class A stock split.						
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 found in reviewing the company's executive compensation practices at this time.						

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

Visa Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Approve 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.						
5a	Remove Supermajority Vote Requirement for Exiting Core Payment Business	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR Items 5a through 5e are warranted as the proposed removal of the supermajority vote requirements would enhance the company's corporate governance structure.						
5b	Remove Supermajority Vote Requirement for Future Amendments to Certain Sections of Company's Certificate of Incorporation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR Items 5a through 5e are warranted as the proposed removal of the supermajority vote requirements would enhance the company's corporate governance structure.						
5c	Remove Supermajority Vote Requirement for Approval of Exceptions to Transfer Certifications	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR Items 5a through 5e are warranted as the proposed removal of the supermajority vote requirements would enhance the company's corporate governance structure.						
5d	Remove Supermajority Vote Requirement for Removal of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR Items 5a through 5e are warranted as the proposed removal of the supermajority vote requirements would enhance the company's corporate governance structure.						
5e	Remove Supermajority Vote Requirement for Future Amendments to the Advance Notice Provision in the Bylaws	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR Items 5a through 5e are warranted as the proposed removal of the supermajority vote requirements would enhance the company's corporate governance structure.						
6	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	01/16/2015	Auto-Approved	01/16/2015	3,975	3,975
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	01/16/2015	Auto-Approved	01/16/2015	35	35
						Total Shares:	**4,010**	**4,010**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Monsanto Company

Meeting Date: 01/30/2015 **Country:** USA **Primary Security ID:** 61166W101 **Meeting ID:** 933166
Record Date: 12/02/2014 **Meeting Type:** Annual **Ticker:** MON

Primary CUSIP: 61166W101 **Primary ISIN:** US61166W1018 **Primary SEDOL:** 2654320 **Proxy Level:** 3

Shares Voted: 3,700 **Votable Shares:** 3,700 ***Shares on Loan:** 0 **Shares Instructed:** 3,700
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory H. Boyce	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Janice L. Fields	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1c	Elect Director Hugh Grant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1d	Elect Director Laura K. Ipsen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1e	Elect Director Marcos M. Lutz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director C. Steven McMillan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1g	Elect Director William U. Parfet	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director George H. Poste	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1i	Elect Director Robert J. Stevens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: While we note concerns regarding the short and long-term incentive plans maintaining similar metrics, and undisclosed long-term incentive goals, these do not rise to a level to cause an adverse vote recommendation at this time. Additionally, pay and performance appear to be reasonably aligned. As such, a vote FOR this proposal is warranted.						

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

Monsanto Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A recommendation FOR this proposal is warranted, as the company could provide additional information regarding its lobbying and trade association activities, policies, and oversight mechanisms.						
5	Adopt Proxy Access Right	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted because adoption of proxy access will enhance shareholder rights while providing necessary safeguards to the nomination process.						
6	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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	01/26/2015	Auto-Approved	01/26/2015	3,700	3,700
						Total Shares:	**3,700**	**3,700**

Accenture plc

Meeting Date: 02/04/2015 **Country:** Ireland **Primary Security ID:** G1151C101 **Meeting ID:** 933848
Record Date: 12/09/2014 **Meeting Type:** Annual **Ticker:** ACN

Primary CUSIP: G1151C101 **Primary ISIN:** IE00B4BNMY34 **Primary SEDOL:** B4BNMY3 **Proxy Level:** N/A

Shares Voted: 444 **Votable Shares:** 444 ***Shares on Loan:** 0 **Shares Instructed:** 444
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Dina Dublon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Charles H. Giancarlo	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director William L. Kimsey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Accenture plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Marjorie Magner	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Blythe J. McGarvie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Pierre Nanterme	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Gilles C. Pelisson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Paula A. Price	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Wulf von Schimmelmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Frank K. Tang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned at this time and the company has not employed any problematic pay practices during the year under review.						
3	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Authorize Issuance of Equity or Equity-Linked Securities with 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.						
5	Authorize 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.						
6	Authorize the Holding of the 2016 AGM at a Location Outside Ireland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because the company has historically held its meeting in the United States and approval of this proposal may allow more shareholders to attend the annual meeting.						
7	Authorize Open-Market Purchases of Class A Ordinary Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted as the board is using share buybacks to redistribute cash to shareholders and all shareholders may participate on equal terms.						

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

Accenture plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Determine the Price Range at which Accenture Plc can Re-issue Shares that it Acquires as Treasury Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted as it falls within the guidelines of Irish law.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	01/28/2015	Auto-Approved	01/28/2015	444	444
						Total Shares:	**444**	**444**

Rockwell Collins, Inc.

Meeting Date: 02/05/2015 **Country:** USA **Primary Security ID:** 774341101 **Meeting ID:** 934096
Record Date: 12/08/2014 **Meeting Type:** Annual **Ticker:** COL

Primary CUSIP: 774341101 **Primary ISIN:** US7743411016 **Primary SEDOL:** 2767228 **Proxy Level:** 3

Shares Voted: 510 **Votable Shares:** 510 ***Shares on Loan:** 0 **Shares Instructed:** 510
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Anthony J. Carbone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Robert K. Ortberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Cheryl L. Shavers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	01/21/2015	Auto-Approved	01/21/2015	510	510

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

Rockwell Collins, Inc.

Total Shares:	510	510

Jack in the Box Inc.

Meeting Date: 02/13/2015 **Country:** USA **Primary Security ID:** 466367109 **Meeting ID:** 936624
Record Date: 12/16/2014 **Meeting Type:** Annual **Ticker:** JACK

Primary CUSIP: 466367109 **Primary ISIN:** US4663671091 **Primary SEDOL:** 2344922 **Proxy Level:** 3

Shares Voted: 828 **Votable Shares:** 828 ***Shares on Loan:** 0 **Shares Instructed:** 828
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leonard A. Comma	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director David L. Goebel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Sharon P. John	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Madeleine A. Kleiner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Michael W. Murphy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director James M. Myers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director David M. Tehle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director John T. Wyatt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Jack in the Box Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	01/28/2015	Auto-Approved	01/28/2015	828	828
						Total Shares:	**828**	**828**

Atwood Oceanics, Inc.

Meeting Date: 02/18/2015 **Country:** USA **Primary Security ID:** 050095108 **Meeting ID:** 936500
Record Date: 12/19/2014 **Meeting Type:** Annual **Ticker:** ATW

Primary CUSIP: 050095108 **Primary ISIN:** US0500951084 **Primary SEDOL:** 2062440 **Proxy Level:** 3

Shares Voted: 105 **Votable Shares:** 105 ***Shares on Loan:** 0 **Shares Instructed:** 105
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Deborah A. Beck	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director George S. Dotson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Jack E. Golden	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director Hans Helmerich	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director Jeffrey A. Miller	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director James R. Montague	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director Robert J. Saltiel	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.8	Elect Director Phil D. Wedemeyer	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Atwood Oceanics, 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 no significant concerns were found in reviewing the company's executive compensation practices at this time.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	01/30/2015	Auto-Approved	01/30/2015	105	105
						Total Shares:	**105**	**105**

NCI Building Systems, Inc.

Meeting Date: 02/24/2015 **Country:** USA **Primary Security ID:** 628852204 **Meeting ID:** 938938
Record Date: 01/13/2015 **Meeting Type:** Annual **Ticker:** NCS

Primary CUSIP: 628852204 **Primary ISIN:** US6288522047 **Primary SEDOL:** 2617486 **Proxy Level:** 1

Shares Voted: 3,106 **Votable Shares:** 3,106 ***Shares on Loan:** 0 **Shares Instructed:** 3,106
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James G. Berges	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Lawrence J. Kremer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director John J. Holland	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	02/06/2015	Auto-Approved	02/06/2015	3,106	3,106

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

NCI Building Systems, Inc.

Total Shares:	3,106	3,106

Deere & Company

Meeting Date: 02/25/2015 **Country:** USA **Primary Security ID:** 244199105 **Meeting ID:** 937252
Record Date: 12/31/2014 **Meeting Type:** Annual **Ticker:** DE

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

Shares Voted: 210 **Votable Shares:** 210 ***Shares on Loan:** 0 **Shares Instructed:** 210
Total Ballots: 1 **Voting Policy:** UUA

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

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

Deere & Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Thomas H. Patrick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director Sherry M. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The threshold level and exclusionary bylaw language in this proposal are largely in-line with those found at other management sponsored special meeting proposals in the past year. Therefore, support 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. Significant concerns remain regarding the rigor of cash incentive programs that once again provided at or near maximum payouts. However, the company has implemented certain changes to its long-term cash incentive plan that will increase goal rigor and strengthen the linkage between pay and performance. In addition, the performance shares awarded for the most recent performance period fell far below target levels and negative discretion was used to reduce the CEO's short-term incentive and long-term cash award. Finally, total compensation had been flat over four years and only increased in the past year as a result of increased pension earnings.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
5	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction.						
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	02/11/2015	Auto-Approved	02/11/2015	210	210
						Total Shares:	**210**	**210**

TE Connectivity Ltd.

Meeting Date: 03/03/2015 **Country:** Switzerland **Primary Security ID:** H84989104 **Meeting ID:** 937296
Record Date: 02/11/2015 **Meeting Type:** Annual **Ticker:** TEL

Primary CUSIP: H8912P106 **Primary ISIN:** CH0102993182 **Primary SEDOL:** B62B7C3 **Proxy Level:** N/A

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

TE Connectivity Ltd.

Shares Voted: 2,250 **Votable Shares:** 2,250 ***Shares on Loan:** 0 **Shares Instructed:** 2,250

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pierre R. Brondeau	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than '2' public companies.						
1b	Elect Director Juergen W. Gromer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1c	Elect Director William A. Jeffrey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1d	Elect Director Thomas J. Lynch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1e	Elect Director Yong Nam	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1f	Elect Director Daniel J. Phelan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1g	Elect Director Lawrence S. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1h	Elect Director Paula A. Sneed	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than '2' public companies.						
1i	Elect Director David P. Steiner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than '2' public companies.						
1j	Elect Director John C. Van Scoter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1k	Elect Director Laura H. Wright	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than '2' public companies.						
2	Elect Board Chairman Thomas J. Lynch	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST the election of Thomas J. Lynch as the chairman of the board is warranted given that Lynch serves as the company's CEO.						

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

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3a	Elect Daniel J. Phelan as Member of Management Development & Compensation Committee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the election of Daniel J. Phelan, Paula A. Sneed, David P. Steiner, and John C. Van Scoter as members of the Management Development & Compensation Committee is warranted. Steiner, Sneed, Phelan, and Van Scoter are each an independent outside director and there are no governance concerns with the compensation committee at this time.						
3b	Elect Paula A. Sneed as Member of Management Development & Compensation Committee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the election of Daniel J. Phelan, Paula A. Sneed, David P. Steiner, and John C. Van Scoter as members of the Management Development & Compensation Committee is warranted. Steiner, Sneed, Phelan, and Van Scoter are each an independent outside director and there are no governance concerns with the compensation committee at this time.						
3c	Elect David P. Steiner as Member of Management Development & Compensation Committee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the election of Daniel J. Phelan, Paula A. Sneed, David P. Steiner, and John C. Van Scoter as members of the Management Development & Compensation Committee is warranted. Steiner, Sneed, Phelan, and Van Scoter are each an independent outside director and there are no governance concerns with the compensation committee at this time.						
3d	Elect John C. Van Scoter as Member of Management Development & Compensation Committee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the election of Daniel J. Phelan, Paula A. Sneed, David P. Steiner, and John C. Van Scoter as members of the Management Development & Compensation Committee is warranted. Steiner, Sneed, Phelan, and Van Scoter are each an independent outside director and there are no governance concerns with the compensation committee at this time.						
4	Designate Jvo Grundler 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.						
5.1	Accept Annual Report for Fiscal Year Ended September 26, 2014	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR the approval of the annual financial statements and statutory reports are warranted.						
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 26, 2014	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR the approval of the annual financial statements and statutory reports are warranted.						
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 26, 2014	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR the approval of the annual financial statements and statutory reports are warranted.						
6	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as there is no evidence the board did not fulfill its fiduciary duties in the year under review.						

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

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7.1	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year Ending September 25, 2015	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
7.2	Ratify Deloitte AG as Swiss Registered Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the company's auditor is warranted.						
8	Amend Articles of Association Re: Implementation of Requirements Under the Swiss Ordinance Regarding Elections and Certain Other Matters	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR Item 8 is warranted because The amendments proposed are in response to the entering into effect of the Ordinance Against Excessive Remuneration at Listed Companies; and The articles appear to be in shareholders' interest on balance.						
9	Amend Articles of Association Re: Implementation of the New Legal Requirements	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST Item 9 is warranted because the proposed article amendments are in response to the entering into effect of the Ordinance Against Excessive Remuneration at Listed Companies, and there are concerns about the company's proposals, including The articles explicitly permit the grant of retirement benefits to non-executive directors.						
10	Amend Articles of Association Re: Vote Standard for Shareholder Resolutions and Elections	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because A majority of votes cast voting standard is widely accepted by shareholder globally, is the legal standard in many jurisdictions, and Ã¢â‚¬' in light of new legal provision which may increase the number of abstentions Ã¢â‚¬' is likely to better reflect shareholders' voting intentions.						
11	Amend Articles of Association Re: Applicable Vote Standard for Contested Election of Directors, Chairperson of the Board of Directors or Members of the Compensation Committee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this article is warranted because A plurality voting standard for contested elections would ensure that there would not be a failed election, which could potentially lead to issues under Swiss law and/or non-compliance with NYSE listing rules.						
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 no significant concerns were found in reviewing the company's executive compensation practices at this time.						
13	Approve the Increase in Maximum Aggregate Remuneration of Executive Management	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because Based on the company's disclosures, the board's proposal would enable it to allocate remuneration under the company's disclosed remuneration and does not appear to provide unreasonable leeway for discretion or abuse.						

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

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
14	Approve the Increase in Maximum Aggregate Remuneration of Board of Directors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted because The proposal would permit TE Connectivity to increase board fees by 34.3 percent in 2016 (39 percent compared to 2014 board fee levels).* The company does not state a compelling rationale to justify the increase.*						
15	Approve Allocation of Available Earnings for Fiscal Year 2014	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these items are warranted based on The increase in the dividend, and* The dividend payout ratio, which exceeds 30 percent*						
16	Approve Declaration of Dividend	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these items are warranted based on The increase in the dividend, and* The dividend payout ratio, which exceeds 30 percent*						
17	Renew Authorized Capital	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this item is warranted because: Shares could be issued as a takeover defense at the boards discretion.*						
18	Approve Reduction of Share Capital	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of significant concerns.						
19	Adjourn Meeting	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted given that it is not narrowly crafted and there are items on the agenda that do not warrant support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	02/23/2015	Auto-Approved	02/23/2015	2,250	2,250
						Total Shares:	**2,250**	**2,250**

QUALCOMM Incorporated

Meeting Date: 03/09/2015 **Country:** USA **Primary Security ID:** 747525103 **Meeting ID:** 938483
Record Date: 01/12/2015 **Meeting Type:** Annual **Ticker:** QCOM

Primary CUSIP: 747525103 **Primary ISIN:** US7475251036 **Primary SEDOL:** 2714923 **Proxy Level:** 3

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barbara T. Alexander	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than '2' public companies.						

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

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Donald G. Cruickshank	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Raymond V. Dittamore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Susan Hockfield	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Thomas W. Horton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Paul E. Jacobs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Sherry Lansing	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Harish Manwani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Steven M. Mollenkopf	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Duane A. Nelles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Clark T. 'Sandy' Randt, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than '2' public companies.						
1l	Elect Director Francisco Ros	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1m	Elect Director Jonathan J. Rubinstein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1n	Elect Director Brent Scowcroft	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1o	Elect Director Marc I. Stern	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because: The purchase price is reasonable; The shares reserved is relatively conservative; and The offer period is within the prescribed limits.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company awarded its executive chairman an outsized $45 million time-based RSU grant, after he stepped down as the company's CEO. Shareholders may view this level of compensation to a departing CEO as excessive.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	02/19/2015	Auto-Approved	02/19/2015	100	100
						Total Shares:	**100**	**100**

Apple Inc.

Meeting Date: 03/10/2015 **Country:** USA **Primary Security ID:** 037833100 **Meeting ID:** 938481
Record Date: 01/09/2015 **Meeting Type:** Annual **Ticker:** AAPL

Primary CUSIP: 037833100 **Primary ISIN:** US0378331005 **Primary SEDOL:** 2046251 **Proxy Level:** 3

Shares Voted: 56 **Votable Shares:** 56 ***Shares on Loan:** 0 **Shares Instructed:** 56
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tim Cook	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Al Gore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Bob Iger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Andrea Jung	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Apple Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Art Levinson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Ron Sugar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Sue Wagner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Pay packages for NEOs other than the CEO are substantial but not strongly performance-based; in particular, a $73 million pay package for new SVP Angela Ahrendts risks undermining steps the company has taken to improve the link between executive pay and long-term future performance.						
4	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.						
5	Report on Risks Associated with Repeal of Climate Change Policies	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted because the company provides shareholders with sufficient information to understand the risks associates with climate change and related regulations, and how it manages those risks.						
6	Adopt Proxy Access Right	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this precatory item is warranted. The proposed proxy access right offers a reasonable framework for board consideration and would likely enhance shareholders' rights while providing necessary safeguards to the nomination process.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	02/26/2015	Auto-Approved	02/26/2015	56	56
						Total Shares:	**56**	**56**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Cabot Corporation

Meeting Date: 03/12/2015 **Country:** USA **Primary Security ID:** 127055101 **Meeting ID:** 939531
Record Date: 01/16/2015 **Meeting Type:** Annual **Ticker:** CBT

Primary CUSIP: 127055101 **Primary ISIN:** US1270551013 **Primary SEDOL:** 2162500 **Proxy Level:** 3

Shares Voted: 456 **Votable Shares:** 456 ***Shares on Loan:** 0 **Shares Instructed:** 456
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John K. McGillicuddy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director John F. O'Brien	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Lydia W. Thomas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Mark S. Wrighton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						
3	Approve Non-Employee Director Stock Award Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: The estimated shareholder value transfer appears to be within a reasonable range; and The company's three-year equity burn rate is reasonable.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	02/24/2015	Auto-Approved	02/24/2015	456	456
						Total Shares:	**456**	**456**

Agilent Technologies, Inc.

Meeting Date: 03/18/2015 **Country:** USA **Primary Security ID:** 00846U101 **Meeting ID:** 941100
Record Date: 01/20/2015 **Meeting Type:** Annual **Ticker:** A

Primary CUSIP: 00846U101 **Primary ISIN:** US00846U1016 **Primary SEDOL:** 2520153 **Proxy Level:** 3

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

Agilent Technologies, Inc.

Shares Voted: 466 **Votable Shares:** 466 ***Shares on Loan:** 0 **Shares Instructed:** 466

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Herbold	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Koh Boon Hwee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Michael R. McMullen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction.						
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.						
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 pay-for-performance concerns. Specifically, the compensation committee did not provide adequate disclosure of an incentive award that resulted in maximum payout of unclear strategic criteria while other financial targets were not met. CEO Sullivan was also given a special equity award without attaching performance-based vesting conditions. Finally, following the announcement of Sullivan's intention to retire, the committee granted a multi-year equity award that will continue to vest even after he leaves the company.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/05/2015	Auto-Approved	03/05/2015	466	466
						Total Shares:	**466**	**466**

Hewlett-Packard Company

Meeting Date: 03/18/2015 **Country:** USA **Primary Security ID:** 40434L105 **Meeting ID:** 940105

Record Date: 01/20/2015 **Meeting Type:** Annual **Ticker:** HPQ

Primary CUSIP: 40434L105 **Primary ISIN:** US40434L1052 **Primary SEDOL:** BYX4D52 **Proxy Level:** 3

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

Hewlett-Packard Company

Shares Voted: 4,932 **Votable Shares:** 4,932 ***Shares on Loan:** 0 **Shares Instructed:** 4,932

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc L. Andreessen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Shumeet Banerji	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Robert R. Bennett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Rajiv L. Gupta	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Klaus Kleinfeld	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Raymond J. Lane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Ann M. Livermore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Raymond E. Ozzie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Gary M. Reiner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director James A. Skinner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1l	Elect Director Margaret C. Whitman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

Hewlett-Packard 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. Pay and performance are reasonably aligned at this time and there have been no problematic pay practices in the past year. Shareholders should monitor compensation-related decisions taken in connection with the separation of the company.						
4	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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	02/25/2015	Auto-Approved	02/25/2015	4,932	4,932
						Total Shares:	**4,932**	**4,932**

Starbucks Corporation

Meeting Date: 03/18/2015 **Country:** USA **Primary Security ID:** 855244109 **Meeting ID:** 938906
Record Date: 01/08/2015 **Meeting Type:** Annual **Ticker:** SBUX

Primary CUSIP: 855244109 **Primary ISIN:** US8552441094 **Primary SEDOL:** 2842255 **Proxy Level:** 3

Shares Voted: 749 **Votable Shares:** 749 ***Shares on Loan:** 0 **Shares Instructed:** 749
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Howard Schultz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director William W. Bradley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Robert M. Gates	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Mellody Hobson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Kevin R. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Olden Lee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Joshua Cooper Ramo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director James G. Shennan, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Clara Shih	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Javier G. Teruel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Myron E. Ullman, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director Craig E. Weatherup	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time and no significant concerns were found in reviewing the company's executive compensation practices for the most recent period.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Amend Bylaws to Establish a Board Committee on Sustainability	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because: The creation of a board committee on sustainability, as requested, should serve to further strengthen the company's ability to manage risks related to sustainability issues.* Given that Starbucks has already undertaken a number of sustainability initiatives, formalizing the company's current sustainability practices through the establishment of a sustainability-focused board committee would not be prohibitively costly or unduly burdensome.*						
5	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	02/26/2015	Auto-Approved	02/26/2015	749	749
						Total Shares:	**749**	**749**

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

Starbucks Corporation

Motorcar Parts of America, Inc.

Meeting Date: 03/19/2015 **Country:** USA **Primary Security ID:** 620071100 **Meeting ID:** 944644
Record Date: 02/06/2015 **Meeting Type:** Annual **Ticker:** MPAA

Primary CUSIP: 620071100 **Primary ISIN:** US6200711009 **Primary SEDOL:** 2861993 **Proxy Level:** 3

Shares Voted: 1,822 **Votable Shares:** 1,822 ***Shares on Loan:** 0 **Shares Instructed:** 1,822
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Selwyn Joffe	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Mel Marks	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Scott J. Adelson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director Rudolph J. Borneo	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the Audit Committee and the company paid more than 25% of non-audit fees to the auditor.						
1.5	Elect Director Philip Gay	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the Audit Committee and the company paid more than 25% of non-audit fees to the auditor.						
1.6	Elect Director Duane Miller	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the Audit Committee and the company paid more than 25% of non-audit fees to the auditor.						
1.7	Elect Director Jeffrey Mirvis	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the Audit Committee and the company paid more than 25% of non-audit fees to the auditor.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this proposal is warranted, as TSR has outperformed industry and market peers, while CEO compensation has decreased and appears reasonable in light of performance.						

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

Motorcar Parts of America, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	03/03/2015	Auto-Approved	03/03/2015	1,822	1,822
						Total Shares:	**1,822**	**1,822**

CLARCOR Inc.

Meeting Date: 03/24/2015 **Country:** USA **Primary Security ID:** 179895107 **Meeting ID:** 943881
Record Date: 02/06/2015 **Meeting Type:** Annual **Ticker:** CLC

Primary CUSIP: 179895107 **Primary ISIN:** US1798951075 **Primary SEDOL:** 2201265 **Proxy Level:** 3

Shares Voted: 897 **Votable Shares:** 897 ***Shares on Loan:** 0 **Shares Instructed:** 897
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James W. Bradford, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Wesley M. Clark	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director James L. Packard	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance appear reasonably aligned at this time. In addition, the Compensation Committee lowered the short-term incentive attainment by excluding extraordinary items that would have yielded a higher payout. Shareholders should, however, monitor the company's pay programs moving forward to ensure proper alignment as there are concerns regarding increasing pay opportunities in FY2014 and an additive long-term incentive plan in FY2015.						
3	Report on Sustainability	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted as shareholders would benefit from the information disclosed in a comprehensive sustainability report. Such information would allow shareholders to better evaluate the company's performance and its management of related risks and opportunities. The disclosure would also allow shareholders to assess the company's sustainability performance in relation to industry peers.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

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

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

CLARCOR Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	03/03/2015	Auto-Approved	03/03/2015	897	897
						Total Shares:	**897**	**897**

Baker Hughes Incorporated

Meeting Date: 03/27/2015 **Country:** USA **Primary Security ID:** 05722G100 **Meeting ID:** 943434
Record Date: 02/17/2015 **Meeting Type:** Special **Ticker:** BHI

Primary CUSIP: 05722G100 **Primary ISIN:** US05722G1004 **Primary SEDOL:** BDHLTQ5 **Proxy Level:** 5

Shares Voted: 2,342 **Votable Shares:** 2,342 ***Shares on Loan:** 0 **Shares Instructed:** 2,342
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR the merger is warranted given the substantial premium and the merger synergies.						
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Given the narrow scope of this proposal and the fact that the underlying transaction warrants shareholder support, a vote FOR this proposal is warranted.						
3	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to multiple concerning features identified with respect to NEOs' potential golden parachute payments. Specifically, the company provides excise tax gross-ups and excessive cash severance payments, and NEOs' outstanding equity awards will automatically accelerate (single trigger).						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/14/2015	Auto-Approved	03/14/2015	2,342	2,342
						Total Shares:	**2,342**	**2,342**

Applied Materials, Inc.

Meeting Date: 04/02/2015 **Country:** USA **Primary Security ID:** 038222105 **Meeting ID:** 943358
Record Date: 02/11/2015 **Meeting Type:** Annual **Ticker:** AMAT

Primary CUSIP: 038222105 **Primary ISIN:** US0382221051 **Primary SEDOL:** 2046552 **Proxy Level:** 3

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

Applied Materials, Inc.

Shares Voted: 1,221 **Votable Shares:** 1,221 ***Shares on Loan:** 0 **Shares Instructed:** 1,221

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aart J. de Geus	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1b	Elect Director Gary E. Dickerson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1c	Elect Director Stephen R. Forrest	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1d	Elect Director Thomas J. Iannotti	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1e	Elect Director Susan M. James	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Alexander A. Karsner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1g	Elect Director Dennis D. Powell	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1h	Elect Director Willem P. Roelandts	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1i	Elect Director Michael R. Splinter	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1j	Elect Director Robert H. Swan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
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 there are no significant concerns raised at this time. Although the company targets above median benchmarking, pay and performance do not appear to be misaligned and no other significant concerns are raised at this time.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Applied Materials, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/10/2015	Auto-Approved	03/10/2015	1,221	1,221
						Total Shares:	**1,221**	**1,221**

KB Home

Meeting Date: 04/02/2015 **Country:** USA **Primary Security ID:** 48666K109 **Meeting ID:** 943702
Record Date: 02/06/2015 **Meeting Type:** Annual **Ticker:** KBH

Primary CUSIP: 48666K109 **Primary ISIN:** US48666K1097 **Primary SEDOL:** 2485070 **Proxy Level:** 3

Shares Voted: 950 **Votable Shares:** 950 ***Shares on Loan:** 0 **Shares Instructed:** 950
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen F. Bollenbach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Timothy W. Finchem	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Thomas W. Gilligan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Kenneth M. Jastrow, II	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Robert L. Johnson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.6	Elect Director Melissa Lora	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Jeffrey T. Mezger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Michael M. Wood	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

KB Home

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 cautionary vote FOR this proposal is warranted. The CEO received substantially larger equity grants in fiscal 2014, and there was a decrease in transparency and the proportion of awards subject to pre-established performance conditions. However, pay and performance appear to be reasonably aligned at this time.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/17/2015	Auto-Approved	03/17/2015	950	950
						Total Shares:	**950**	**950**

Adobe Systems Incorporated

Meeting Date: 04/09/2015 **Country:** USA **Primary Security ID:** 00724F101 **Meeting ID:** 946120
Record Date: 02/13/2015 **Meeting Type:** Annual **Ticker:** ADBE

Primary CUSIP: 00724F101 **Primary ISIN:** US00724F1012 **Primary SEDOL:** 2008154 **Proxy Level:** 3

Shares Voted: 6,000 **Votable Shares:** 6,000 ***Shares on Loan:** 0 **Shares Instructed:** 6,000
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy L. Banse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Kelly J. Barlow	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Edward W. Barnholt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Robert K. Burgess	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Frank A. Calderoni	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Adobe Systems Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Michael R. Cannon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director James E. Daley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Laura B. Desmond	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Charles M. Geschke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Shantanu Narayen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Daniel L. Rosensweig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director Robert Sedgewick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1m	Elect Director John E. Warnock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	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 light of the reasonable alignment between pay and performance. However, continued monitoring of the short-term incentive plan is warranted as the performance goals are not fully disclosed and a significant portion of the program is based on a discretionary assessment of executive performance.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	04/02/2015	Auto-Approved	04/02/2015	6,000	6,000
						Total Shares:	**6,000**	**6,000**

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

The Goodyear Tire & Rubber Company

Meeting Date: 04/13/2015 | **Country:** USA | **Primary Security ID:** 382550101 | **Meeting ID:** 951610
Record Date: 02/18/2015 | **Meeting Type:** Annual | **Ticker:** GT

Primary CUSIP: 382550101 | **Primary ISIN:** US3825501014 | **Primary SEDOL:** 2378200 | **Proxy Level:** 3

Shares Voted: 870 | **Votable Shares:** 870 | ***Shares on Loan:** 0 | **Shares Instructed:** 870
Total Ballots: 1 | **Voting Policy:** UUA

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

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

The Goodyear Tire & Rubber Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Michael R. Wessel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as previous concerns regarding goal rigor were mollified as goals increased over previous years.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Reduce Supermajority Vote Requirement for Removal of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed reduction in the supermajority vote requirement would enhance shareholder rights.						
5	Reduce Supermajority Vote Requirement for Certain Business Combinations	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed reduction in the supermajority vote requirement would enhance shareholder rights.						
6	Reduce Supermajority Vote Requirement	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of supermajority vote requirements enhances shareholder rights.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/27/2015	Auto-Approved	03/27/2015	870	870
						Total Shares:	**870**	**870**

Fifth Third Bancorp

Meeting Date: 04/14/2015 **Country:** USA **Primary Security ID:** 316773100 **Meeting ID:** 948212
Record Date: 02/23/2015 **Meeting Type:** Annual **Ticker:** FITB

Primary CUSIP: 316773100 **Primary ISIN:** US3167731005 **Primary SEDOL:** 2336747 **Proxy Level:** 3

Shares Voted: 421 **Votable Shares:** 421 ***Shares on Loan:** 0 **Shares Instructed:** 421
Total Ballots: 1 **Voting Policy:** UUA

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

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

Fifth Third Bancorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director B. Evan Bayh, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Katherine B. Blackburn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Ulysses L. Bridgeman, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Emerson L. Brumback	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director James P. Hackett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Gary R. Heminger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.8	Elect Director Jewell D. Hoover	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Kevin T. Kabat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Michael B. McCallister	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director Hendrik G. Meijer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.12	Elect Director Marsha C. Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices 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 Management Say on Pay proposal is warranted.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Fifth Third Bancorp

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	03/20/2015	Auto-Approved	03/20/2015	421	421
						Total Shares:	**421**	**421**

The Bank of New York Mellon Corporation

Meeting Date: 04/14/2015 **Country:** USA **Primary Security ID:** 064058100 **Meeting ID:** 951825
Record Date: 02/13/2015 **Meeting Type:** Annual **Ticker:** BK

Primary CUSIP: 064058100 **Primary ISIN:** US0640581007 **Primary SEDOL:** B1Z77F6 **Proxy Level:** 3

Shares Voted: 430 **Votable Shares:** 430 ***Shares on Loan:** 0 **Shares Instructed:** 430
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas M. Donofrio	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.3	Elect Director Edward P. Garden	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Jeffrey A. Goldstein	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.5	Elect Director Gerald L. Hassell	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.6	Elect Director John M. Hinshaw	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.7	Elect Director Edmund F. 'Ted' Kelly	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.8	Elect Director Richard J. Kogan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						

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

The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director John A. Luke, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.10	Elect Director Mark A. Nordenberg	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.11	Elect Director Catherine A. Rein	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.12	Elect Director William C. Richardson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.13	Elect Director Samuel C. Scott, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.14	Elect Director Wesley W. von Schack	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted in light of the reasonable alignment between pay and performance.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/02/2015	Auto-Approved	04/02/2015	430	430
						Total Shares:	**430**	**430**

Sonoco Products Company

Meeting Date: 04/15/2015 **Country:** USA **Primary Security ID:** 835495102 **Meeting ID:** 951734
Record Date: 02/25/2015 **Meeting Type:** Annual **Ticker:** SON

Primary CUSIP: 835495102 **Primary ISIN:** US8354951027 **Primary SEDOL:** 2821395 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Sonoco Products Company

Shares Voted: 4,800 **Votable Shares:** 4,800 ***Shares on Loan:** 0 **Shares Instructed:** 4,800

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pamela L. Davies	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Harris E. DeLoach, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Edgar H. Lawton, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director John E. Linville	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Sundaram Nagarajan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Richard G. Kyle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhouseCoopers, LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this proposal is warranted. The company will eliminate a problematic award conversion provision in FY2015, and the incentive programs appear sufficiently performance-based. The increase in CEO total compensation in FY2014 is due primarily to the change in the present value of pension benefits.						
4	Declassify the Board of Directors	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as declassification would enhance board accountability.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/27/2015	Auto-Approved	03/27/2015	4,800	4,800
						Total Shares:	**4,800**	**4,800**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Humana Inc.

Meeting Date: 04/16/2015 **Country:** USA **Primary Security ID:** 444859102 **Meeting ID:** 948546
Record Date: 02/20/2015 **Meeting Type:** Annual **Ticker:** HUM

Primary CUSIP: 444859102 **Primary ISIN:** US4448591028 **Primary SEDOL:** 2445063 **Proxy Level:** 3

Shares Voted: 80 **Votable Shares:** 80 ***Shares on Loan:** 0 **Shares Instructed:** 80
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kurt J. Hilzinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Bruce D. Broussard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Frank A. D'Amelio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director W. Roy Dunbar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director David A. Jones, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director William J. McDonald	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director William E. Mitchell	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director David B. Nash	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director James J. O'Brien	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Marissa T. Peterson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

Humana Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices and pay appears to be reasonably aligned with performance at this time.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/18/2015	Auto-Approved	03/18/2015	80	80
						Total Shares:	**80**	**80**

Owens Corning

Meeting Date: 04/16/2015 **Country:** USA **Primary Security ID:** 690742101 **Meeting ID:** 950970
Record Date: 02/25/2015 **Meeting Type:** Annual **Ticker:** OC

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

Shares Voted: 2,192 **Votable Shares:** 2,192 ***Shares on Loan:** 0 **Shares Instructed:** 2,192
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James J. McMonagle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director W. Howard Morris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Suzanne P. Nimocks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The Compensation Committee demonstrated an adequate degree of responsiveness to shareholder concerns expressed in last year's low say-on-pay vote results. The company has provided greater disclosures surrounding goal setting and assessment of individual performance under the short- incentive plan. Additionally, the company has committed to increase the proportion of performance-based equity for CEO Thaman beginning in FY2015 and remove a tax gross-up provision in his employment agreement.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Owens Corning

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/31/2015	Auto-Approved	03/31/2015	2,192	2,192
						Total Shares:	**2,192**	**2,192**

Texas Instruments Incorporated

Meeting Date: 04/16/2015 **Country:** USA **Primary Security ID:** 882508104 **Meeting ID:** 947753
Record Date: 02/17/2015 **Meeting Type:** Annual **Ticker:** TXN

Primary CUSIP: 882508104 **Primary ISIN:** US8825081040 **Primary SEDOL:** 2885409 **Proxy Level:** 3

Shares Voted: 910 **Votable Shares:** 910 ***Shares on Loan:** 0 **Shares Instructed:** 910
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph W. Babb, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Mark A. Blinn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Daniel A. Carp	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Carrie S. Cox	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Ronald Kirk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Pamela H. Patsley	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Robert E. Sanchez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Wayne R. Sanders	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Ruth J. Simmons	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Richard K. Templeton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Christine Todd Whitman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The company's strong relative TSR performance mitigates concerns regarding the discretionary nature of the bonus program and the lack of strongly performance-based equity incentives.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/20/2015	Auto-Approved	03/20/2015	910	910
						Total Shares:	**910**	**910**

American Electric Power Company, Inc.

Meeting Date: 04/21/2015 **Country:** USA **Primary Security ID:** 025537101 **Meeting ID:** 950918
Record Date: 02/23/2015 **Meeting Type:** Annual **Ticker:** AEP

Primary CUSIP: 025537101 **Primary ISIN:** US0255371017 **Primary SEDOL:** 2026242 **Proxy Level:** 4

Shares Voted: 113 **Votable Shares:** 113 ***Shares on Loan:** 0 **Shares Instructed:** 113
Total Ballots: 1 **Voting Policy:** UUA

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

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

American Electric Power Company, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Ralph D. Crosby, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Linda A. Goodspeed	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Thomas E. Hoaglin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Sandra Beach Lin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Richard C. Notebaert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Stephen S. Rasmussen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director Oliver G. Richard, 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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.12	Elect Director Sara Martinez Tucker	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: For 2014, the company has outperformed its GICS Industry and the S&P500 Index over the one- and five-year term. Incentive plans continue to be substantially performance-based, and overall pay appears to reflect performance while being aligned with peers. Hence, a vote FOR this proposal is warranted.						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
5	Eliminate Fair Price Provision	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the elimination of Article 7 would be somewhat favorable to shareholders. The elimination of the fair price provision could make the company more attractive to a potential buyer.						

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

American Electric Power Company, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	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.						
7	Adopt Proxy Access Right	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted because adoption of proxy access will enhance shareholder rights while providing necessary safeguards to the nomination process.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	04/03/2015	Auto-Approved	04/03/2015	113	113
						Total Shares:	**113**	**113**

Lexmark International, Inc.

Meeting Date: 04/21/2015 **Country:** USA **Primary Security ID:** 529771107 **Meeting ID:** 950228
Record Date: 02/27/2015 **Meeting Type:** Annual **Ticker:** LXK

Primary CUSIP: 529771107 **Primary ISIN:** US5297711070 **Primary SEDOL:** 2511908 **Proxy Level:** 3

Shares Voted: 375 **Votable Shares:** 375 ***Shares on Loan:** 0 **Shares Instructed:** 375
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph E. Gomory	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Michael J. Maples	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Stephen R. Hardis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director William R. Fields	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Robert Holland, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Lexmark International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Jared L. Cohon	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director J. Edward Coleman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Sandra L. Helton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's compensation practices at this time.						
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 the repricing of stock options without prior shareholder approval; and The company's three-year average burn rate is reasonable.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/31/2015	Auto-Approved	03/31/2015	375	375
						Total Shares:	**375**	**375**

Northern Trust Corporation

Meeting Date: 04/21/2015 **Country:** USA **Primary Security ID:** 665859104 **Meeting ID:** 949827
Record Date: 02/23/2015 **Meeting Type:** Annual **Ticker:** NTRS

Primary CUSIP: 665859104 **Primary ISIN:** US6658591044 **Primary SEDOL:** 2648668 **Proxy Level:** 3

Shares Voted: 6,432 **Votable Shares:** 6,432 ***Shares on Loan:** 0 **Shares Instructed:** 6,432
Total Ballots: 1 **Voting Policy:** UUA

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

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

Northern Trust Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1b	Elect Director Susan Crown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1c	Elect Director Dean M. Harrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1d	Elect Director Dipak C. Jain	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.1e	Elect Director Jose Luis Prado	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1f	Elect Director John W. Rowe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1g	Elect Director Martin P. Slark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1h	Elect Director David H. B. Smith, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1i	Elect Director Donald Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1j	Elect Director Charles A. Tribbett, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1k	Elect Director Frederick H. Waddell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Shareholder support FOR this proposal is warranted. While the short-term incentive program retains a significant discretionary element, there is not a significant misalignment between executive pay and company performance at this time.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Report on Lobbying Payments and Political Contributions	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because the company could provide greater disclosure of its political contributions and lobbying policies, expenditures, payments to trade association, and related oversight mechanisms.						

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

Northern Trust Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/27/2015	Auto-Approved	03/27/2015	6,432	6,432
						Total Shares:	**6,432**	**6,432**

U.S. Bancorp

Meeting Date: 04/21/2015 **Country:** USA **Primary Security ID:** 902973304 **Meeting ID:** 951033
Record Date: 02/24/2015 **Meeting Type:** Annual **Ticker:** USB

Primary CUSIP: 902973304 **Primary ISIN:** US9029733048 **Primary SEDOL:** 2736035 **Proxy Level:** 3

Shares Voted: 1,860 **Votable Shares:** 1,860 ***Shares on Loan:** 0 **Shares Instructed:** 1,860
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1a	Elect Director Douglas M. Baker, 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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1b	Elect Director Arthur D. Collins, 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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1c	Elect Director Richard K. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1d	Elect Director Kimberly J. Harris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1e	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1f	Elect Director Doreen Woo Ho	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1g	Elect Director Joel W. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1h	Elect Director Olivia F. Kirtley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

U.S. Bancorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1i	Elect Director Jerry W. 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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1j	Elect Director David B. O'Maley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1k	Elect Director O'dell M. Owens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1l	Elect Director Craig D. Schnuck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1m	Elect Director Patrick T. Stokes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1n	Elect Director Scott W. Wine	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card 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: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted. The majority of CEO pay is linked to objective and pre-established performance criteria. The sharp increase in CEO pay is primarily attributable to changes in pension and SERP values due to external factors; excluding this component, CEO pay is reasonably aligned with the company's positive performance. Some concern, however, is raised by the ROE goal utilized for PRSUs, which was lowered from the 2013 goal and actual result yet contributed to an above-target payout in 2014.						
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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/03/2015	Auto-Approved	04/03/2015	1,860	1,860
						Total Shares:	**1,860**	**1,860**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

AMN Healthcare Services, Inc.

Meeting Date: 04/22/2015 **Country:** USA **Primary Security ID:** 001744101 **Meeting ID:** 950285
Record Date: 02/25/2015 **Meeting Type:** Annual **Ticker:** AHS

Primary CUSIP: 001744101 **Primary ISIN:** US0017441017 **Primary SEDOL:** 2813552 **Proxy Level:** 3

Shares Voted: 3,015 **Votable Shares:** 3,015 ***Shares on Loan:** 0 **Shares Instructed:** 3,015
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark G. Foletta	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1b	Elect Director R. Jeffrey Harris	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1c	Elect Director Michael M.E. Johns	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1d	Elect Director Martha H. Marsh	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1e	Elect Director Susan R. Salka	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1f	Elect Director Andrew M. Stern	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1g	Elect Director Paul E. Weaver	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1h	Elect Director Douglas D. Wheat	Mgmt	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 at least 20 percent diversity.The board does not include at least one minority director after the election.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

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

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

AMN Healthcare Services, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/03/2015	Auto-Approved	04/03/2015	3,015	3,015
						Total Shares:	**3,015**	**3,015**

ASML Holding NV

Meeting Date: 04/22/2015 **Country:** Netherlands **Primary Security ID:** N07059202 **Meeting ID:** 940347
Record Date: 02/24/2015 **Meeting Type:** Annual **Ticker:** ASML

Primary CUSIP: N07059178 **Primary ISIN:** NL0010273215 **Primary SEDOL:** B929F46 **Proxy Level:** N/A

Shares Voted: 3,000 **Votable Shares:** 3,000 ***Shares on Loan:** 0 **Shares Instructed:** 3,000
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt	No				
1	Open Meeting	Mgmt	No				
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt	No				
3	Discuss Remuneration Policy for Management Board Members	Mgmt	No				
4	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
5	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 the supervisory board are not fulfilling their fiduciary duties.						
6	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 the supervisory board are not fulfilling their fiduciary duties.						
7	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No				
8	Approve Dividends of EUR 0.70 Per Ordinary Share	Mgmt	Yes	For	For	For	For
9	Approve Adjustments to the Remuneration Policy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because: The adjustment to the STI would better measure the working capital management and the company clearly discloses the performance measure; The adjustment to the LTI would merely be a clarification of existing practice and is not considered contentious; The overall remuneration policy does no raise further concerns.						
10	Approve Performance Share Arrangement According to Remuneration Policy	Mgmt	Yes	For	For	For	For

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

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	Approve Number of Stock Options, Respectively Shares, for Employees	Mgmt	Yes	For	For	For	For
12	Discussion of Updated Supervisory Board Profile	Mgmt	No				
13a	Elect Annet Aris to Supervisory Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is warranted because: The nominees would be elected for a four-year period;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates.*						
13b	Elect Gerard Kleisterlee to Supervisory Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is warranted because: The nominees would be elected for a four-year period;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates.*						
13c	Elect Rolf-Dieter Schwalb to Supervisory Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is warranted because: The nominees would be elected for a four-year period;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates.*						
14	Discuss Vacancies on the Board Arising in 2016	Mgmt	No				
15	Ratify KPMG as Auditors Re: Financial Year 2016	Mgmt	Yes	For	For	For	For
16a	Grant Board Authority to Issue Shares Up To 5 Percent of Issued Capital	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal warranted because it is in line with commonly used safeguards regarding volume and duration.						
16b	Authorize Board to Exclude Preemptive Rights from Share Issuances Re: Item 16a	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is warranted because it is in line with commonly used safeguards regarding volume and duration.						
16c	Grant Board Authority to Issue Shares Up To 5 Percent in Case of Takeover/Merger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal warranted because it is in line with commonly used safeguards regarding volume and duration.						
16d	Authorize Board to Exclude Preemptive Rights from Share Issuances Re: Item 16c	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is warranted because it is in line with commonly used safeguards regarding volume and duration.						
17a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because: These proposals are in line with commonly used safeguards regarding volume and pricing;* The authorization would allow ASML Holding to repurchase up to 10 percent of the issued share capital;* The authorization would allow the company to repurchase shares for less or up to 110 percent of the average share price prior to the repurchase.*						

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

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
17b	Authorize Additional Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because: These proposals are in line with commonly used safeguards regarding volume and pricing;* The authorization would allow ASML Holding to repurchase up to 10 percent of the issued share capital;* The authorization would allow the company to repurchase shares for less or up to 110 percent of the average share price prior to the repurchase.*						
18	Authorize Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	For
19	Other Business (Non-Voting)	Mgmt	No				
20	Close Meeting	Mgmt	No				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	04/17/2015	Auto-Approved	04/17/2015	3,000	3,000
						Total Shares:	**3,000**	**3,000**

Cigna Corporation

Meeting Date: 04/22/2015 **Country:** USA **Primary Security ID:** 125509109 **Meeting ID:** 951826
Record Date: 02/23/2015 **Meeting Type:** Annual **Ticker:** CI

Primary CUSIP: 125509109 **Primary ISIN:** US1255091092 **Primary SEDOL:** 2196479 **Proxy Level:** 3

Shares Voted: 103 **Votable Shares:** 103 ***Shares on Loan:** 0 **Shares Instructed:** 103
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John M. Partridge	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director James E. Rogers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Eric C. Wiseman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
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 found in reviewing the company's executive compensation practices and pay appears to be reasonably aligned with performance at this time.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Cigna Corporation

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

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	03/24/2015	Auto-Approved	03/24/2015	103	103
						Total Shares:	**103**	**103**

General Electric Company

Meeting Date: 04/22/2015 **Country:** USA **Primary Security ID:** 369604103 **Meeting ID:** 949830
Record Date: 02/23/2015 **Meeting Type:** Annual **Ticker:** GE

Primary CUSIP: 369604103 **Primary ISIN:** US3696041033 **Primary SEDOL:** 2380498 **Proxy Level:** 4

Shares Voted: 22,759 **Votable Shares:** 22,759 ***Shares on Loan:** 0 **Shares Instructed:** 22,759

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
A1	Elect Director W. Geoffrey Beattie	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
A2	Elect Director John J. Brennan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
A3	Elect Director James I. Cash, 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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
A4	Elect Director Francisco D'Souza	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
A5	Elect Director Marijn E. Dekkers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
A6	Elect Director Susan J. Hockfield	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
A7	Elect Director Jeffrey R. Immelt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

General Electric Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
A8	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
A9	Elect Director Robert W. Lane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
A10	Elect Director Rochelle B. Lazarus	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
A11	Elect Director James J. Mulva	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
A12	Elect Director James E. Rohr	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
A13	Elect Director Mary L. Schapiro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
A14	Elect Director Robert J. Swieringa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
A15	Elect Director James S. Tisch	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
A16	Elect Director Douglas A. Warner, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
B1	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 in reviewing the company's executive compensation practices for the year under review.						
B2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
C1	Provide for Cumulative Voting	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: UUA supports this proposal.						
C2	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's existing good governance practices provide an effective counterbalance to the absence of a less than unanimous written consent right.						

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

General Electric Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
C3	Select One Director from Ranks of Retirees	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the proponent has not made a convincing case that electing a director from the ranks of company retirees would enhance shareholder value or safeguard the interests of shareholders as a whole.						
C4	Adopt Holy Land Principles	SH	Yes	Against	Against	Abstain	Abstain
	Voting Policy Rationale: UUA ABSTAINS from the Holy Land Principles proposal presented at this year's AGM.						
C5	Pro-rata Vesting on Equity Plans	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because pro rata vesting of equity awards upon a change in control would better align the interests of executives with those of shareholders than fully accelerated vesting of equity.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/11/2015	Auto-Approved	04/11/2015	22,759	22,759
						Total Shares:	**22,759**	**22,759**

Newmont Mining Corporation

Meeting Date: 04/22/2015 **Country:** USA **Primary Security ID:** 651639106 **Meeting ID:** 948197
Record Date: 02/24/2015 **Meeting Type:** Annual **Ticker:** NEM

Primary CUSIP: 651639106 **Primary ISIN:** US6516391066 **Primary SEDOL:** 2636607 **Proxy Level:** 3

Shares Voted: 4,696 **Votable Shares:** 4,696 ***Shares on Loan:** 0 **Shares Instructed:** 4,696
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce R. Brook	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director J. Kofi Bucknor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Vincent A. Calarco	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Alberto Calderon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Newmont Mining Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Joseph A. Carrabba	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Noreen Doyle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Gary J. Goldberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Veronica M. Hagen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Jane Nelson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance appear reasonably aligned at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/24/2015	Auto-Approved	03/24/2015	4,696	4,696
						Total Shares:	**4,696**	**4,696**

Spirit AeroSystems Holdings, Inc.

Meeting Date: 04/22/2015 **Country:** USA **Primary Security ID:** 848574109 **Meeting ID:** 954034
Record Date: 03/02/2015 **Meeting Type:** Annual **Ticker:** SPR

Primary CUSIP: 848574109 **Primary ISIN:** US8485741099 **Primary SEDOL:** B1HMMS7 **Proxy Level:** 3

Shares Voted: 255 **Votable Shares:** 255 ***Shares on Loan:** 0 **Shares Instructed:** 255
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles L. Chadwell	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

Spirit AeroSystems Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Paul Fulchino	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Richard Gephardt	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.The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director Robert Johnson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director Ronald Kadish	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director Christopher E. Kubasik	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director Larry A. Lawson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.8	Elect Director John L. Plueger	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.9	Elect Director Francis Raborn	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Amend Bylaws of the Company to Delete Certain Obsolete Provisions and Make Minor Changes to Certain Provisions of the Company's Existing Bylaws	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed deletion of the obsolete provisions of the company's bylaws and other minor changes and clarifications do not raise governance concerns.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/03/2015	Auto-Approved	04/03/2015	255	255
						Total Shares:	**255**	**255**

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

Spirit AeroSystems Holdings, Inc.

Avery Dennison Corporation

Meeting Date: 04/23/2015 **Country:** USA **Primary Security ID:** 053611109 **Meeting ID:** 950851
Record Date: 02/23/2015 **Meeting Type:** Annual **Ticker:** AVY

Primary CUSIP: 053611109 **Primary ISIN:** US0536111091 **Primary SEDOL:** 2066408 **Proxy Level:** 3

Shares Voted: 1,140 **Votable Shares:** 1,140 ***Shares on Loan:** 0 **Shares Instructed:** 1,140
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradley A. Alford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Anthony K. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Peter K. Barker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Ken C. Hicks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director David E. I. Pyott	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Dean A. Scarborough	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Patrick T. Siewert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Julia A. Stewart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Martha N. Sullivan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this proposal is warranted, as pay and performance appear reasonably aligned at this time.						

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

Avery Dennison Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The exclusive venue provision would restrict shareholder litigation rights, and the board has not made a compelling company-specific argument for designating Delaware as the exclusive venue for certain shareholder claims. It also unclear how the proposal to allow for remote-only meetings would benefit shareholders.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/31/2015	Auto-Approved	03/31/2015	1,140	1,140
						Total Shares:	**1,140**	**1,140**

Customers Bancorp, Inc.

Meeting Date: 04/23/2015 **Country:** USA **Primary Security ID:** 23204G100 **Meeting ID:** 951704
Record Date: 03/02/2015 **Meeting Type:** Annual **Ticker:** CUBI

Primary CUSIP: 23204G100 **Primary ISIN:** US23204G1004 **Primary SEDOL:** B6XHXY4 **Proxy Level:** 3

Shares Voted: 3,153 **Votable Shares:** 3,153 ***Shares on Loan:** 0 **Shares Instructed:** 3,153
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jay S. Sidhu	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: In light of the company's repeated problematic pay practices, ongoing pay-for-performance misalignment, and as well as the board's failure to respond to shareholder compensation-related concerns, WITHHOLD votes for both current director nominees, Jay S. Sidhu and Bhanu Choudhrie, are warranted.There is at least 20 percent diversity.The board does not include at least one woman director after the election.						
1.2	Elect Director Bhanu Choudhrie	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: In light of the company's repeated problematic pay practices, ongoing pay-for-performance misalignment, and as well as the board's failure to respond to shareholder compensation-related concerns, WITHHOLD votes for both current director nominees, Jay S. Sidhu and Bhanu Choudhrie, are warranted.There is at least 20 percent diversity.The board does not include at least one woman director after the election.						
2	Ratify BDO USA, LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

Customers Bancorp, 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. The company provided an excise tax gross-up provision in a new employment agreement, despite the fact that compensation committee members received substantial shareholder vote opposition after the company included a similar provision in a separate agreement in 2013. Additionally, the annual incentives are determined entirely at the compensation committee's discretion and the process lacks transparency.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/07/2015	Auto-Approved	04/07/2015	3,153	3,153
						Total Shares:	**3,153**	**3,153**

Johnson & Johnson

Meeting Date: 04/23/2015 **Country:** USA **Primary Security ID:** 478160104 **Meeting ID:** 950262
Record Date: 02/24/2015 **Meeting Type:** Annual **Ticker:** JNJ

Primary CUSIP: 478160104 **Primary ISIN:** US4781601046 **Primary SEDOL:** 2475833 **Proxy Level:** 4

Shares Voted: 7,639 **Votable Shares:** 7,639 ***Shares on Loan:** 0 **Shares Instructed:** 7,639
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary Sue Coleman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director D. Scott Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Ian E. L. 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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Alex Gorsky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Susan L. Lindquist	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Mark B. McClellan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Anne M. Mulcahy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director William D. Perez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Charles Prince	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director A. Eugene Washington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Ronald A. 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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. While no significant concerns were found in reviewing the company's executive compensation practices at this time, total compensation for the CEO is rapidly increasing and should be monitored to ensure that future incentive targets and payments are of reasonable magnitude and tied to reasonable goals.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Policy Regarding Overextended Directors	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: Directors in key leadership positions should consider limiting the number of their boards especially in light of the company's size and complexity in a heavily regulated industry. However, the company has established reasonable guidelines to address overboarding concerns. In addition, the language of the proposal is overly prescriptive and unnecessarily limits the board's ability to exercise its discretion in selecting the most qualified directors for key positions on the board. As such, a vote AGAINST this proposal is warranted.						
5	Report on Consistency Between Corporate Values and Political Contributions	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted given that shareholders would benefit from greater transparency with respect to the firm's policies and oversight mechanisms for facilitating a greater alignment of corporate political expenditures and shareholder interests, and would thus be better positioned to make more informed assessments of the risks faced by the firm through its political spending activities.						
6	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/14/2015	Auto-Approved	04/14/2015	7,639	7,639
						Total Shares:	**7,639**	**7,639**

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

Johnson & Johnson

Matson, Inc.

Meeting Date: 04/23/2015 **Country:** USA **Primary Security ID:** 57686G105 **Meeting ID:** 949234
Record Date: 02/17/2015 **Meeting Type:** Annual **Ticker:** MATX

Primary CUSIP: 57686G105 **Primary ISIN:** US57686G1058 **Primary SEDOL:** B8GNC91 **Proxy Level:** 3

Shares Voted: 1,760 **Votable Shares:** 1,760 ***Shares on Loan:** 0 **Shares Instructed:** 1,760
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Blake Baird	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Michael J. Chun	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Matthew J. Cox	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Walter A. Dods, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Thomas B. Fargo	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Constance H. Lau	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Jeffrey N. Watanabe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's compensation practices at this time.						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Given that the proposal is on ballot solely for Section 162(m) approval, and the compensation committee is fully independent, a vote FOR this proposal is warranted. Shareholders should be aware that the Equity Plan Score Card (EPSC) analysis highlights concerns.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Matson, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/03/2015	Auto-Approved	04/03/2015	1,760	1,760
						Total Shares:	**1,760**	**1,760**

Pfizer Inc.

Meeting Date: 04/23/2015 **Country:** USA **Primary Security ID:** 717081103 **Meeting ID:** 951007
Record Date: 02/25/2015 **Meeting Type:** Annual **Ticker:** PFE

Primary CUSIP: 717081103 **Primary ISIN:** US7170811035 **Primary SEDOL:** 2684703 **Proxy Level:** 3

Shares Voted: 10,591 **Votable Shares:** 10,591 ***Shares on Loan:** 0 **Shares Instructed:** 10,591
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dennis A. Ausiello	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director W. Don Cornwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Frances D. Fergusson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Helen H. Hobbs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director James M. Kilts	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Shantanu Narayen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Ian C. Read	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Stephen W. Sanger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director James C. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director Marc Tessier-Lavigne	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, but with some caveats. The year-over-year increase in CEO pay is primarily due to a significant increase in pension accrual, and payouts under the annual incentive and PSA programs appear to be reasonably aligned with performance at this time. However, some concerns remain regarding the incentive programs, particularly with respect to the goals underlying the short- and long-term incentive programs.						
4	Review and Assess Membership of Lobbying Organizations	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons: The company does not provide shareholders with information on lobbying expenditures though outside organizations like trade associations, which represents a gap with respect to shareholders' ability to fully evaluate the risks and benefits associated with lobbying activities; Given the potential that payments to outside organizations may end up supporting lobbying efforts that do not comport with the company's stated positions and policy objectives, shareholders would benefit from additional information on mechanisms for ensuring a greater alignment of lobbying activity with the company's expressed priorities and interests; and Given that Pfizer already discloses some information regarding its relationships with trade groups and discusses its criteria for funding other third-party organizations, it should not be unduly burdensome or competitively disadvantageous for the firm to conduct the assessment requested and report on its findings to shareholders.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/07/2015	Auto-Approved	04/07/2015	10,425	10,425
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	04/07/2015	Auto-Approved	04/07/2015	166	166
						Total Shares:	**10,591**	**10,591**

Signature Bank

Meeting Date: 04/23/2015 **Country:** USA **Primary Security ID:** 82669G104 **Meeting ID:** 952347
Record Date: 03/05/2015 **Meeting Type:** Annual **Ticker:** SBNY

Primary CUSIP: 82669G104 **Primary ISIN:** US82669G1040 **Primary SEDOL:** B00JQL9 **Proxy Level:** 3

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

Signature Bank

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

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kathryn A. Byrne	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.2	Elect Director Alfonse M. D'Amato	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.3	Elect Director Jeffrey W. Meshel	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
2	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no misalignment between CEO pay and company performance is identified at this time. Shareholders should continue to monitor the design of incentive pay at the company given the limited disclosure, as well as the compensation of the Executive Chairman at a level comparable to the CEO.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/07/2015	Auto-Approved	04/07/2015	554	554
						Total Shares:	**554**	**554**

Abbott Laboratories

Meeting Date: 04/24/2015 **Country:** USA **Primary Security ID:** 002824100 **Meeting ID:** 951818
Record Date: 02/25/2015 **Meeting Type:** Annual **Ticker:** ABT

Primary CUSIP: 002824100 **Primary ISIN:** US0028241000 **Primary SEDOL:** 2002305 **Proxy Level:** 3

Shares Voted: 2,064 **Votable Shares:** 2,064 ***Shares on Loan:** 0 **Shares Instructed:** 2,064

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

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

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

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Roxanne S. Austin	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is 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.						
1.3	Elect Director Sally E. Blount	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.4	Elect Director W. James Farrell	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.5	Elect Director Edward M. Liddy	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is 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.						
1.6	Elect Director Nancy McKinstry	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is 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 Phebe N. Novakovic	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.8	Elect Director William A. Osborn	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.9	Elect Director Samuel C. Scott, III	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is 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 Glenn F. Tilton	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is 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 Miles D. White	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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, but some caution. At this time, goals under the short-term program seem challenging, the value of equity awards decreased from the prior year, and the overall level of pay is fairly aligned with industry peers of similar size. However, there is still concern regarding the level of committee discretion in determining awards and its related proxy disclosure.						
4	Report on Products Containing GE Ingredients	SH	Yes	Against	Against	Abstain	Abstain
	Voting Policy Rationale: Vote ABSTAIN on this proposal.						
5	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/07/2015	Auto-Approved	04/07/2015	1,964	1,964
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	04/07/2015	Auto-Approved	04/07/2015	100	100
						Total Shares:	**2,064**	**2,064**

AT&T Inc.

Meeting Date: 04/24/2015 **Country:** USA **Primary Security ID:** 00206R102 **Meeting ID:** 949808
Record Date: 02/25/2015 **Meeting Type:** Annual **Ticker:** T

Primary CUSIP: 00206R102 **Primary ISIN:** US00206R1023 **Primary SEDOL:** 2831811 **Proxy Level:** 3

Shares Voted: 8,094 **Votable Shares:** 8,094 ***Shares on Loan:** 0 **Shares Instructed:** 8,094
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Randall L. Stephenson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Scott T. Ford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Glenn H. Hutchins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director William E. Kennard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

AT&T Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Jon C. Madonna	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Michael B. McCallister	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director John B. McCoy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Beth E. Mooney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Joyce M. Roché	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Matthew K. Rose	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director Cynthia B. Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.12	Elect Director Laura D'Andrea Tyson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Below-target short-term incentives are reasonable in relation to company performance, and incentive programs overall are sufficiently performance-based. These positive features largely mitigate other concerning aspects of the pay program, such as above median benchmarking. Support for the shareholder proposals requesting more information on the company's political contributions and lobbying activities is warranted, as additional information regarding the company's related trade association participation and policies, as well as relevant lobbying-related oversight mechanisms, would aid investors in assessing its management of related risks and benefits. Lowering the ownership threshold for the right to call special meetings would enhance shareholder rights.						
4	Report on Indirect Political Contribution	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because shareholders would benefit from more information regarding the company's trade association participation and payments.						
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because additional disclosure of the company's lobbying-related policies and oversight mechanisms, along with trade association memberships and payments, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.						

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

AT&T Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Amend Bylaws to Call Special Meetings	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholder rights.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/26/2015	Auto-Approved	03/26/2015	7,963	7,963
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	03/26/2015	Auto-Approved	03/26/2015	131	131
						Total Shares:	**8,094**	**8,094**

Saia, Inc.

Meeting Date: 04/27/2015 **Country:** USA **Primary Security ID:** 78709Y105 **Meeting ID:** 954797
Record Date: 03/09/2015 **Meeting Type:** Annual **Ticker:** SAIA

Primary CUSIP: 78709Y105 **Primary ISIN:** US78709Y1055 **Primary SEDOL:** 2982399 **Proxy Level:** 3

Shares Voted: 1,650 **Votable Shares:** 1,650 ***Shares on Loan:** 0 **Shares Instructed:** 1,650
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William F. Evans	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Herbert A. Trucksess, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Jeffrey C. Ward	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Approve Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: The plan enables the company to preserve the financial benefits of the Section 162(m) tax deduction; and The committee administering the plan is composed entirely of independent directors.						
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 found in reviewing the company's executive compensation practices at this time.						

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

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/03/2015	Auto-Approved	04/03/2015	1,650	1,650
						Total Shares:	**1,650**	**1,650**

United Technologies Corporation

Meeting Date: 04/27/2015 **Country:** USA **Primary Security ID:** 913017109 **Meeting ID:** 951796
Record Date: 03/02/2015 **Meeting Type:** Annual **Ticker:** UTX

Primary CUSIP: 913017109 **Primary ISIN:** US9130171096 **Primary SEDOL:** 2915500 **Proxy Level:** 3

Shares Voted: 520 **Votable Shares:** 520 ***Shares on Loan:** 0 **Shares Instructed:** 520
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John V. Faraci	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Jean-Pierre Garnier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Gregory J. Hayes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Edward A. Kangas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Ellen J. Kullman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Marshall O. Larsen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Harold McGraw, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

United Technologies Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Richard B. Myers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director H. Patrick Swygert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Andre Villeneuve	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Christine Todd Whitman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time and there have been no problematic compensation practices in connection with the change at the CEO position.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/27/2015	Auto-Approved	03/27/2015	520	520
						Total Shares:	**520**	**520**

AMC Entertainment Holdings, Inc.

Meeting Date: 04/28/2015 **Country:** USA **Primary Security ID:** 00165C104 **Meeting ID:** 952974
Record Date: 03/02/2015 **Meeting Type:** Annual **Ticker:** AMC

Primary CUSIP: 00165C104 **Primary ISIN:** US00165C1045 **Primary SEDOL:** BH4HLL3 **Proxy Level:** 3

Shares Voted: 2,216 **Votable Shares:** 2,216 ***Shares on Loan:** 0 **Shares Instructed:** 2,216
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lloyd Hill	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The board is not majority independent.						

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

AMC Entertainment Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Ning Ye	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is both gender and racial diversity on the board. There is at least 20 percent diversity. The board is not majority independent.						
1.3	Elect Director Howard Koch	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The board is not majority independent.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/03/2015	Auto-Approved	04/03/2015	2,216	2,216
						Total Shares:	**2,216**	**2,216**

Centene Corporation

Meeting Date: 04/28/2015 **Country:** USA **Primary Security ID:** 15135B101 **Meeting ID:** 952396
Record Date: 02/27/2015 **Meeting Type:** Annual **Ticker:** CNC

Primary CUSIP: 15135B101 **Primary ISIN:** US15135B1017 **Primary SEDOL:** 2807061 **Proxy Level:** 3

Shares Voted: 1,598 **Votable Shares:** 1,598 ***Shares on Loan:** 0 **Shares Instructed:** 1,598
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert K. Ditmore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.2	Elect Director Frederick H. Eppinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.3	Elect Director David L. Steward	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						

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

Centene 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. Concerns with respect to above-median benchmarking, lifetime benefits for the CEO, and single-trigger equity vesting acceleration do not raise to a significant level, and pay and performance appear reasonably aligned at this time.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company has not made a compelling argument for restricting shareholders' litigation rights. In addition, the company does not have governance provisions that empower unaffiliated shareholders given that the board is classified with a plurality voting standard for director elections.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/07/2015	Auto-Approved	04/07/2015	1,598	1,598
						Total Shares:	**1,598**	**1,598**

Cepheid

Meeting Date: 04/28/2015 **Country:** USA **Primary Security ID:** 15670R107 **Meeting ID:** 953970
Record Date: 03/06/2015 **Meeting Type:** Annual **Ticker:** CPHD

Primary CUSIP: 15670R107 **Primary ISIN:** US15670R1077 **Primary SEDOL:** 2589143 **Proxy Level:** 3

Shares Voted: 1,075 **Votable Shares:** 1,075 ***Shares on Loan:** 0 **Shares Instructed:** 1,075
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1a	Elect Director John L. Bishop	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board is not majority independent.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.1b	Elect Director Thomas D. Brown	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board is not majority independent.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.1c	Elect Director Wayne G. Paterson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board is not majority independent.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

Cepheid

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card 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: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/09/2015	Auto-Approved	04/09/2015	1,075	1,075
						Total Shares:	**1,075**	**1,075**

Citigroup Inc.

Meeting Date: 04/28/2015 **Country:** USA **Primary Security ID:** 172967424 **Meeting ID:** 953476
Record Date: 02/27/2015 **Meeting Type:** Annual **Ticker:** C

Primary CUSIP: 172967424 **Primary ISIN:** US1729674242 **Primary SEDOL:** 2297907 **Proxy Level:** 4

Shares Voted: 6,580 **Votable Shares:** 6,580 ***Shares on Loan:** 0 **Shares Instructed:** 6,580
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael L. Corbat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Duncan P. Hennes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Peter B. Henry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Franz B. Humer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Michael E. O'Neill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Gary M. Reiner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Judith Rodin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Anthony M. Santomero	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Joan E. Spero	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Diana L. 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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director William S. Thompson, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director James S. Turley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1m	Elect Director Ernesto Zedillo Ponce de Leon	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
5	Adopt Proxy Access Right	SH	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted because the proposed proxy access right offers a reasonable framework and would likely enhance shareholder rights while providing necessary safeguards to the nomination process.						
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 information on the company's trade association membership, payments, and executive-level oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.						
7	Claw-back of Payments under Restatements	SH	Yes	Against	Against	Against	Against
8	Limits for Directors Involved with Bankruptcy	SH	Yes	Against	Against	Against	Against

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

Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
9	Report on Certain Vesting Program	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because shareholders could benefit from additional information about the extent of a compensatory program of questionable benefit to investors.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/17/2015	Auto-Approved	04/17/2015	6,580	6,580
						Total Shares:	**6,580**	**6,580**

Coca-Cola Enterprises, Inc.

Meeting Date: 04/28/2015 **Country:** USA **Primary Security ID:** 19122T109 **Meeting ID:** 950348
Record Date: 03/02/2015 **Meeting Type:** Annual **Ticker:** CCE

Primary CUSIP: 19122T109 **Primary ISIN:** US19122T1097 **Primary SEDOL:** B42BPG9 **Proxy Level:** 3

Shares Voted: 3,990 **Votable Shares:** 3,990 ***Shares on Loan:** 0 **Shares Instructed:** 3,990
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jan Bennink	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director John F. Brock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Calvin Darden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director L. Phillip Humann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Orrin H. Ingram, II	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Thomas H. 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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Suzanne B. Labarge	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Coca-Cola Enterprises, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Veronique Morali	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Andrea L. Saia	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Garry Watts	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director Curtis R. Welling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.12	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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/09/2015	Auto-Approved	04/09/2015	3,990	3,990
						Total Shares:	**3,990**	**3,990**

Comerica Incorporated

Meeting Date: 04/28/2015 **Country:** USA **Primary Security ID:** 200340107 **Meeting ID:** 952919
Record Date: 02/27/2015 **Meeting Type:** Annual **Ticker:** CMA

Primary CUSIP: 200340107 **Primary ISIN:** US2003401070 **Primary SEDOL:** 2212870 **Proxy Level:** 3

Shares Voted: 3,530 **Votable Shares:** 3,530 ***Shares on Loan:** 0 **Shares Instructed:** 3,530
Total Ballots: 1 **Voting Policy:** UUA

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

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

Comerica Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Roger A. Cregg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director T. Kevin DeNicola	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Jacqueline P. Kane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Richard G. Lindner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Alfred A. Piergallini	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Robert S. Taubman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.8	Elect Director Reginald M. Turner, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Nina G. Vaca	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	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 the repricing of stock options without prior shareholder approval; and The equity burn rate is reasonable.						
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 large increase in CEO pay is attributable to an increase in his pension's value. Short- and long-term compensation is based on well-defined performance criteria that can be adjusted downward at the committee's discretion. Though CEO pay and company performance are aligned at this time, we highlight the use of single-trigger vesting of equity awards, additional years of service credit, and gross-ups in existing agreements as concerns.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/31/2015	Auto-Approved	03/31/2015	3,530	3,530

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

Comerica Incorporated

Total Shares:	3,530	3,530

Exelon Corporation

Meeting Date: 04/28/2015 **Country:** USA **Primary Security ID:** 30161N101 **Meeting ID:** 954015
Record Date: 03/10/2015 **Meeting Type:** Annual **Ticker:** EXC

Primary CUSIP: 30161N101 **Primary ISIN:** US30161N1019 **Primary SEDOL:** 2670519 **Proxy Level:** 3

Shares Voted: 4,860 **Votable Shares:** 4,860 ***Shares on Loan:** 0 **Shares Instructed:** 4,860
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1a	Elect Director Anthony K. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1b	Elect Director Ann C. Berzin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1c	Elect Director John A. Canning	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1d	Elect Director Christopher M. Crane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1e	Elect Director Yves C. de Balmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1f	Elect Director Nicholas DeBenedictis	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1g	Elect Director Paul L. Joskow	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1h	Elect Director Robert J. Lawless	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1i	Elect Director Richard W. Mies	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1j	Elect Director William C. Richardson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Exelon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1k	Elect Director John W. Rogers, 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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1l	Elect Director Mayo A. Shattuck, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1m	Elect Director Stephen D. Steinour	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the plan is warranted, with caution. Structural changes implemented in 2013 are favorable and the company experienced a year of strong outperformance following an extended period of negative TSR returns. However, goal rigor for both the short- and long-term plans is questionable. As such, shareholders should continue to monitor the plans closely.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted. Note that the proposal is on ballot solely for Section 162(m) approval, and the Compensation Committee is fully independent.						
5	Provide Proxy Access Right	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted as the provisions of this management presented proxy access proposal are more restrictive than those of the alternative shareholder proposal on proxy access.						
6	Proxy Access	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted because adoption of proxy access will enhance shareholder rights while providing necessary safeguards to the nomination process. Additionally, the terms and provisions of this proxy access proposal are more favorable to shareholders than the management proposal on the same matter.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/14/2015	Auto-Approved	04/14/2015	4,860	4,860
						Total Shares:	**4,860**	**4,860**

Hanesbrands Inc.

Meeting Date: 04/28/2015 **Country:** USA **Primary Security ID:** 410345102 **Meeting ID:** 952359
Record Date: 03/04/2015 **Meeting Type:** Annual **Ticker:** HBI

Primary CUSIP: 410345102 **Primary ISIN:** US4103451021 **Primary SEDOL:** B1BJSL9 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Hanesbrands Inc.

Shares Voted: 928 **Votable Shares:** 928 ***Shares on Loan:** 0 **Shares Instructed:** 928

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bobby J. Griffin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director James C. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Jessica T. Mathews	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Franck J. Moison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Robert F. Moran	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director J. Patrick Mulcahy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Ronald L. Nelson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Richard A. Noll	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Andrew J. Schindler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director David V. Singer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director Ann E. Ziegler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, with some caution. While CEO pay and company performance are reasonably aligned at this time, the company did not disclose any adjustments to its 2014 net sales growth metric that was impacted by two recent acquisitions. Additionally, both of the company's incentive plans use identical performance periods and metrics. Given these concerns, the company's compensation decisions should be monitored closely, particularly as they relate to appropriate adjustments under incentive programs.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Hanesbrands Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/03/2015	Auto-Approved	04/03/2015	928	928
						Total Shares:	**928**	**928**

International Business Machines Corporation

Meeting Date: 04/28/2015 **Country:** USA **Primary Security ID:** 459200101 **Meeting ID:** 949261
Record Date: 02/27/2015 **Meeting Type:** Annual **Ticker:** IBM

Primary CUSIP: 459200101 **Primary ISIN:** US4592001014 **Primary SEDOL:** 2005973 **Proxy Level:** 3

Shares Voted: 1,042 **Votable Shares:** 1,042 ***Shares on Loan:** 0 **Shares Instructed:** 1,042
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alain J.P. Belda	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director William R. Brody	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Kenneth I. Chenault	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Michael L. Eskew	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director David N. Farr	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Alex Gorsky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Shirley Ann Jackson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.8	Elect Director Andrew N. Liveris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director W. James McNerney, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.10	Elect Director James W. Owens	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.11	Elect Director Virginia M. Rometty	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.12	Elect Director Joan E. Spero	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.13	Elect Director Sidney Taurel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.14	Elect Director Peter R. Voser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the pay program and performance are reasonably aligned at this time.						
4	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 trade association activities, payments and related oversight mechanisms would allow shareholders to comprehensively understand the company's management of its lobbying activities and any related risks and benefits.						
5	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.						
6	Pro-rata Vesting of Equity Awards	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because pro-rata vesting of equity 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 Account Manager with any questions.*

International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Establish Public Policy Board Committee	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted due to benefit such a committee would provide regarding enhanced oversight of the company's current policies and practices related to public policy issues and any potential related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/02/2015	Auto-Approved	04/02/2015	1,042	1,042
						Total Shares:	**1,042**	**1,042**

ManpowerGroup Inc.

Meeting Date: 04/28/2015 **Country:** USA **Primary Security ID:** 56418H100 **Meeting ID:** 946615
Record Date: 02/17/2015 **Meeting Type:** Annual **Ticker:** MAN

Primary CUSIP: 56418H100 **Primary ISIN:** US56418H1005 **Primary SEDOL:** 2562490 **Proxy Level:** 3

Shares Voted: 2,340 **Votable Shares:** 2,340 ***Shares on Loan:** 0 **Shares Instructed:** 2,340
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cari M. Dominguez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Jeffrey A. Joerres	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Roberto Mendoza	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Ulice Payne, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Jonas Prising	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Paul Read	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

ManpowerGroup Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Elizabeth P. Sartain	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director John R. Walter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Edward J. Zore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. While no significant concerns were found in reviewing new CEO Prising's compensation package, former CEO and now Executive Chairman Joerres' compensation package remained near CEO levels.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	03/31/2015	Auto-Approved	03/31/2015	2,340	2,340
						Total Shares:	**2,340**	**2,340**

MetLife, Inc.

Meeting Date: 04/28/2015 **Country:** USA **Primary Security ID:** 59156R108 **Meeting ID:** 955568
Record Date: 02/27/2015 **Meeting Type:** Annual **Ticker:** MET

Primary CUSIP: 59156R108 **Primary ISIN:** US59156R1086 **Primary SEDOL:** 2573209 **Proxy Level:** 3

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cheryl W. Grise	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Carlos M. Gutierrez	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

MetLife, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Steven A. Kandarian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Alfred F. Kelly, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Edward J. Kelly, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director James M. Kilts	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Catherine R. Kinney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Denise M. Morrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director Kenton J. Sicchitano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.12	Elect Director Lulu C. Wang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2a	Reduce Supermajority Vote Requirement to Amend Certificate of Incorporation	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 enhances shareholder rights.						
2b	Reduce 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 elimination of the supermajority vote requirement enhances shareholder rights.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

MetLife, 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 the proposal is warranted, with some caution. Approximately 50 percent of equity awards are performance-based, and bonuses, while ultimately determined by committee discretion, are linked to qualitative performance factors and clearly disclosed business plan goals that are set higher than the prior year's results. Some concern is raised, however, regarding the potential impact of compensation committee discretion on individual bonus allocations and performance-based equity payouts.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/14/2015	Auto-Approved	04/14/2015	100	100
						Total Shares:	**100**	**100**

Praxair, Inc.

Meeting Date: 04/28/2015 **Country:** USA **Primary Security ID:** 74005P104 **Meeting ID:** 952988
Record Date: 03/02/2015 **Meeting Type:** Annual **Ticker:** PX

Primary CUSIP: 74005P104 **Primary ISIN:** US74005P1049 **Primary SEDOL:** 2699291 **Proxy Level:** 3

Shares Voted: 4,359 **Votable Shares:** 4,359 ***Shares on Loan:** 0 **Shares Instructed:** 4,359
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen F. Angel	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.

1.2	Elect Director Oscar Bernardes	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.

1.3	Elect Director Nance K. Dicciani	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.

1.4	Elect Director Edward G. Galante	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.

1.5	Elect Director Ira D. Hall	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.

1.6	Elect Director Raymond W. LeBoeuf	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.

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

Praxair, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Larry D. McVay	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Denise L. Ramos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Wayne T. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Robert L. Wood	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted as CEO pay remains elevated relative to peers during a period of modest growth and underperformance. The Compensation Committee's actions of increasing cash bonuses based on assessment of non-financial goals as well as individual performance contributed to the pay and performance misalignment.						
3	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.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/09/2015	Auto-Approved	04/09/2015	4,359	4,359
						Total Shares:	**4,359**	**4,359**

RPC, Inc.

Meeting Date: 04/28/2015 **Country:** USA **Primary Security ID:** 749660106 **Meeting ID:** 954875
Record Date: 03/02/2015 **Meeting Type:** Annual **Ticker:** RES

Primary CUSIP: 749660106 **Primary ISIN:** US7496601060 **Primary SEDOL:** 2719456 **Proxy Level:** 2

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

RPC, Inc.

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

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary W. Rollins	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes for all nominees are warranted due to the board's unilateral adoption of a fee-shifting bylaw provision without seeking shareholder approval or providing sufficient rationale for the amendment. The board is not majority independent.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Richard A. Hubbell	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes for all nominees are warranted due to the board's unilateral adoption of a fee-shifting bylaw provision without seeking shareholder approval or providing sufficient rationale for the amendment. The board is not majority independent.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Larry L. Prince	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes for all nominees are warranted due to the board's unilateral adoption of a fee-shifting bylaw provision without seeking shareholder approval or providing sufficient rationale for the amendment. The board is not majority independent.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Report on Sustainability, Including GHG Goals	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as the information provided in a comprehensive sustainability report would aid shareholders in assessing the company's sustainability-based performance and its management of related risks and opportunities.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/09/2015	Auto-Approved	04/09/2015	100	100
						Total Shares:	**100**	**100**

Spectra Energy Corp

Meeting Date: 04/28/2015 **Country:** USA **Primary Security ID:** 847560109 **Meeting ID:** 954002
Record Date: 03/02/2015 **Meeting Type:** Annual **Ticker:** SE

Primary CUSIP: 847560109 **Primary ISIN:** US8475601097 **Primary SEDOL:** B1L60G9 **Proxy Level:** 3

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

Spectra Energy Corp

Shares Voted: 4,837 **Votable Shares:** 4,837 ***Shares on Loan:** 0 **Shares Instructed:** 4,837

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1a	Elect Director Gregory L. Ebel	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1b	Elect Director F. Anthony Comper	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1c	Elect Director Austin A. Adams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1d	Elect Director Joseph Alvarado	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1e	Elect Director Pamela L. Carter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1f	Elect Director Clarence P. Cazalot, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1g	Elect Director Peter B. Hamilton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1h	Elect Director Miranda C. Hubbs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1i	Elect Director Michael McShane	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1j	Elect Director Michael G. Morris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1k	Elect Director Michael E.J. Phelps	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

Spectra Energy Corp

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 some caution. The majority of executive compensation is substantially linked to pre-set, measurable company performance objectives; although we note that performance awards, which are contingent upon relative TSR, may be earned above target in instances of negative TSR. While annual EPS targets under the annual incentive award were set below the prior year's actual and target performance, the company states that this reflects a distribution in earnings as the result of an asset dropdown to a master limited partnership. Shareholders should continue monitoring the company's compensation plans to ensure that future pay and performance are appropriately aligned.						
4	Report on Political Contributions	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as disclosure of any oversight mechanisms Spectra Energy may have implemented to manage its trade association activities would aid shareholders in assessing the company's comprehensive political contributions activities.						
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 disclosure on the company's lobbying payments and trade association related expenditures and oversight mechanisms would allow shareholders to better assess the company's management of its comprehensive political activities.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/14/2015	Auto-Approved	04/14/2015	4,709	4,709
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	04/14/2015	Auto-Approved	04/14/2015	128	128
						Total Shares:	**4,837**	**4,837**

SunTrust Banks, Inc.

Meeting Date: 04/28/2015 **Country:** USA **Primary Security ID:** 867914103 **Meeting ID:** 952375
Record Date: 02/19/2015 **Meeting Type:** Annual **Ticker:** STI

Primary CUSIP: 867914103 **Primary ISIN:** US8679141031 **Primary SEDOL:** 2860990 **Proxy Level:** 3

Shares Voted: 173 **Votable Shares:** 173 ***Shares on Loan:** 0 **Shares Instructed:** 173
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert M. Beall, II	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Paul R. Garcia	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

SunTrust Banks, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director David H. Hughes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director M. Douglas Ivester	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Kyle Prechtl Legg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director William A. Linnenbringer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Donna S. Morea	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director David M. Ratcliffe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director William H. Rogers, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Frank P. Scruggs, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director Thomas R. Watjen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.12	Elect Director Phail Wynn, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Claw-back of Payments under Restatements	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed clawback policy would expand on the company s current policy and would require the company to disclose the circumstances surrounding any recoupments.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	04/03/2015	Auto-Approved	04/03/2015	173	173

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

SunTrust Banks, Inc.

Total Shares:	173	173

Wells Fargo & Company

Meeting Date: 04/28/2015 **Country:** USA **Primary Security ID:** 949746101 **Meeting ID:** 952980
Record Date: 03/03/2015 **Meeting Type:** Annual **Ticker:** WFC

Primary CUSIP: 949746101 **Primary ISIN:** US9497461015 **Primary SEDOL:** 2649100 **Proxy Level:** 3

Shares Voted: 8,051 **Votable Shares:** 8,051 ***Shares on Loan:** 0 **Shares Instructed:** 8,051
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John D. Baker, II	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Elaine L. Chao	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director John S. Chen	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Lloyd H. 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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Elizabeth A. Duke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Susan E. Engel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director 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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Donald M. James	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Cynthia H. Milligan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Federico F. Pena	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director James H. Quigley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director Judith M. Runstad	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1m	Elect Director Stephen W. Sanger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1n	Elect Director John G. Stumpf	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1o	Elect Director Susan G. Swenson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1p	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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned and no significant concerns were found in reviewing the company's executive compensation practices at this time.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.						
5	Report on 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 trade association payments and board-level oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/14/2015	Auto-Approved	04/14/2015	8,051	8,051
						Total Shares:	**8,051**	**8,051**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Advanced Micro Devices, Inc.

Meeting Date: 04/29/2015 **Country:** USA **Primary Security ID:** 007903107 **Meeting ID:** 950947
Record Date: 03/02/2015 **Meeting Type:** Annual **Ticker:** AMD

Primary CUSIP: 007903107 **Primary ISIN:** US0079031078 **Primary SEDOL:** 2007849 **Proxy Level:** 3

Shares Voted: 6,748 **Votable Shares:** 6,748 ***Shares on Loan:** 0 **Shares Instructed:** 6,748
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1a	Elect Director Bruce L. Claflin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1b	Elect Director John E. Caldwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1c	Elect Director Henry WK Chow	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1d	Elect Director Nora M. Denzel	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1e	Elect Director Nicholas M. Donofrio	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1f	Elect Director Martin L. Edelman	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1g	Elect Director John R. Harding	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1h	Elect Director Joseph A. Householder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1i	Elect Director Michael J. Inglis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1j	Elect Director Lisa T. Su	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1k	Elect Director Ahmed Yahia	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

Advanced Micro Devices, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card 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: A vote AGAINST this proposal is warranted. Despite its sustained negative returns and weak financial performance, the company continues to benchmark total pay above the median of peers. Additionally, the newly promoted CEO received multiple sizeable equity grants, and performance awards continue to utilize relatively short performance periods.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/09/2015	Auto-Approved	04/09/2015	6,748	6,748
						Total Shares:	**6,748**	**6,748**

Ball Corporation

Meeting Date: 04/29/2015 **Country:** USA **Primary Security ID:** 058498106 **Meeting ID:** 952390
Record Date: 03/02/2015 **Meeting Type:** Annual **Ticker:** BLL

Primary CUSIP: 058498106 **Primary ISIN:** US0584981064 **Primary SEDOL:** 2073022 **Proxy Level:** 3

Shares Voted: 2,010 **Votable Shares:** 2,010 ***Shares on Loan:** 0 **Shares Instructed:** 2,010
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert W. Alspaugh	Mgmt	Yes	For	Withhold	For	For
	Voting Policy Rationale: WITHHOLD votes from all director nominees for their failure to opt out of the amendment to the Indiana Business Corporation Law that resulted in a perpetually-classified board. There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Michael J. Cave	Mgmt	Yes	For	Withhold	For	For
	Voting Policy Rationale: WITHHOLD votes from all director nominees for their failure to opt out of the amendment to the Indiana Business Corporation Law that resulted in a perpetually-classified board. There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director R. David Hoover	Mgmt	Yes	For	Withhold	For	For
	Voting Policy Rationale: WITHHOLD votes from all director nominees for their failure to opt out of the amendment to the Indiana Business Corporation Law that resulted in a perpetually-classified board. There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

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	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						
4	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A majority vote standard transforms director elections from a largely symbolic exercise to a meaningful process, thereby enhancing the company's governance structure. As such, a vote FOR is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/07/2015	Auto-Approved	04/07/2015	2,010	2,010
						Total Shares:	**2,010**	**2,010**

Marathon Oil Corporation

Meeting Date: 04/29/2015 **Country:** USA **Primary Security ID:** 565849106 **Meeting ID:** 953465
Record Date: 03/02/2015 **Meeting Type:** Annual **Ticker:** MRO

Primary CUSIP: 565849106 **Primary ISIN:** US5658491064 **Primary SEDOL:** 2910970 **Proxy Level:** 3

Shares Voted: 1,195 **Votable Shares:** 1,195 ***Shares on Loan:** 0 **Shares Instructed:** 1,195
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1a	Elect Director Gregory H. Boyce	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.1b	Elect Director Pierre Brondeau	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.1c	Elect Director Chadwick C. Deaton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.1d	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.1e	Elect Director Philip Lader	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						

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

Marathon Oil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1f	Elect Director Michael E. J. Phelps	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.1g	Elect Director Dennis H. Reilley	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.1h	Elect Director Lee M. Tillman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted in light of the reasonable alignment between pay and performance at this time.						
4	Proxy Access	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because the proposal offers a valuable right to shareholders with appropriate safeguards.						
5	Report on Capital Expenditure Strategy with Respect to Climate Change Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information about the impact that climate change regulations and a reduced demand for oil might have on the company and its operations, and the actions that the company is taking to mitigate these risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/16/2015	Auto-Approved	04/16/2015	1,065	1,065
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	04/16/2015	Auto-Approved	04/16/2015	130	130
						Total Shares:	**1,195**	**1,195**

Marathon Petroleum Corporation

Meeting Date: 04/29/2015 **Country:** USA **Primary Security ID:** 56585A102 **Meeting ID:** 952430
Record Date: 03/02/2015 **Meeting Type:** Annual **Ticker:** MPC

Primary CUSIP: 56585A102 **Primary ISIN:** US56585A1025 **Primary SEDOL:** B3K3L40 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Marathon Petroleum Corporation

Shares Voted: 405 **Votable Shares:** 405 ***Shares on Loan:** 0 **Shares Instructed:** 405

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Daberko	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Donna A. James	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director James E. Rohr	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this proposal is warranted, as pay and performance appear reasonably aligned at this time.						
4	Adopt Quantitative GHG Goals for Products and Operations	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as adoption of GHG emissions reduction goals and reporting on plans to achieve such goals would inform shareholders as to the specific policies, practices, or systems the company may implement to manage its GHG emissions. Creating and reporting quantitative 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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/09/2015	Auto-Approved	04/09/2015	340	340
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	04/09/2015	Auto-Approved	04/09/2015	65	65
						Total Shares:	**405**	**405**

Papa John's International, Inc.

Meeting Date: 04/29/2015 **Country:** USA **Primary Security ID:** 698813102 **Meeting ID:** 956852
Record Date: 03/09/2015 **Meeting Type:** Annual **Ticker:** PZZA

Primary CUSIP: 698813102 **Primary ISIN:** US6988131024 **Primary SEDOL:** 2696117 **Proxy Level:** 3

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

Papa John's International, Inc.

Shares Voted: 1,233 **Votable Shares:** 1,233 ***Shares on Loan:** 0 **Shares Instructed:** 1,233

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1a	Elect Director Olivia F. Kirtley	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.1b	Elect Director Laurette T. Koellner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.1c	Elect Director W. Kent Taylor	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/03/2015	Auto-Approved	04/03/2015	1,233	1,233
						Total Shares:	**1,233**	**1,233**

Prologis, Inc.

Meeting Date: 04/29/2015 **Country:** USA **Primary Security ID:** 74340W103 **Meeting ID:** 950372
Record Date: 03/09/2015 **Meeting Type:** Annual **Ticker:** PLD

Primary CUSIP: 74340W103 **Primary ISIN:** US74340W1036 **Primary SEDOL:** B44WZD7 **Proxy Level:** 3

Shares Voted: 11,036 **Votable Shares:** 11,036 ***Shares on Loan:** 0 **Shares Instructed:** 11,036

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Prologis, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director George L. Fotiades	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Christine N. Garvey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Lydia H. Kennard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director J. Michael Losh	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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Irving F. Lyons, 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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director David P. O'Connor	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Jeffrey L. Skelton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Carl B. Webb	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director William D. Zollars	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Total CEO pay is composed mainly of performance-based incentive awards, and plan payouts are reasonably in line with company performance. However, the committee determines grant levels in their discretion for certain awards that do not have a formulaic basis, limiting shareholders' ability to assess the link between pay and performance; likewise, short-term incentive payouts rely on a degree of committee discretion. Notwithstanding the above, performance metrics considered for short-term and long-term awards are clearly defined. Moving forward, the compensation should be monitored to ensure the elevated levels of pay are accompanied by increased performance.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/07/2015	Auto-Approved	04/07/2015	11,036	11,036

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

Prologis, Inc.

Total Shares:	11,036	11,036

The GEO Group, Inc.

Meeting Date: 04/29/2015 **Country:** USA **Primary Security ID:** 36162J106 **Meeting ID:** 953464
Record Date: 03/10/2015 **Meeting Type:** Annual **Ticker:** GEO

Primary CUSIP: 36162J106 **Primary ISIN:** US36162J1060 **Primary SEDOL:** BNLYWQ1 **Proxy Level:** 3

Shares Voted: 345 **Votable Shares:** 345 ***Shares on Loan:** 0 **Shares Instructed:** 345
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Clarence E. Anthony	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Anne N. Foreman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Richard H. Glanton	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Christopher C. Wheeler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Julie Myers Wood	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director George C. Zoley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						
4	Approve Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: It enables the company to preserve the financial benefits of the Section 162(m) tax deduction. The committee administering the plan is composed entirely of independent outsiders.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

The GEO Group, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	04/08/2015	Auto-Approved	04/08/2015	345	345
						Total Shares:	**345**	**345**

ARM Holdings plc

Meeting Date: 04/30/2015 **Country:** United Kingdom **Primary Security ID:** G0483X122 **Meeting ID:** 957556
Record Date: 03/24/2015 **Meeting Type:** Annual **Ticker:** ARM

Primary CUSIP: G0483X122 **Primary ISIN:** GB0000595859 **Primary SEDOL:** 0059585 **Proxy Level:** N/A

Shares Voted: 7,700 **Votable Shares:** 7,700 ***Shares on Loan:** 0 **Shares Instructed:** 7,700
Total Ballots: 1 **Voting Policy:** UUA

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: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no concerns have been identified.						
2	Approve Final Dividend	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.						
3	Approve Remuneration Report	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST the remuneration report is warranted: The new CFO will receive buyout awards which, although permitted under the remuneration policy, do not appear to be fully consistent with shareholder interests. Performance-related equity awards from his former employer have been replaced with a cash award of almost GBP 1 million and a grant of non-performance related restricted shares worth GBP 1 million.*						
4	Elect John Liu as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
5	Re-elect Stuart Chambers as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
6	Re-elect Simon Segars as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
7	Re-elect Andy Green as Director	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						

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

ARM Holdings plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Larry Hirst as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
9	Re-elect Mike Muller as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
10	Re-elect Kathleen O'Donovan as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
11	Re-elect Janice Roberts as Director	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
12	Re-elect Tim Score as Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item and no major concerns have been identified. PwC has served as the external auditor for more than 10 years, but the Company has specific plans for an audit tender.						
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item and no corporate governance concerns have been identified.						
15	Authorise Issue of Equity with Pre-emptive Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.						
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.						
17	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.						
18	Authorise the Company to Call EGM with Two Weeks' Notice	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because the Company has to provide an electronic voting facility for all shareholders, as required by UK law, and is proposing this item as a special resolution.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	04/24/2015	Auto-Approved	04/24/2015	7,700	7,700

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

ARM Holdings plc

Total Shares:	7,700	7,700

EMC Corporation

Meeting Date: 04/30/2015 **Country:** USA **Primary Security ID:** 268648102 **Meeting ID:** 954872
Record Date: 02/27/2015 **Meeting Type:** Annual **Ticker:** EMC

Primary CUSIP: 268648102 **Primary ISIN:** US2686481027 **Primary SEDOL:** 2295172 **Proxy Level:** 3

Shares Voted: 9,870 **Votable Shares:** 9,870 ***Shares on Loan:** 0 **Shares Instructed:** 9,870
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1a	Elect Director Jose E. Almeida	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.1b	Elect Director Michael W. Brown	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.1c	Elect Director Donald J. Carty	Mgmt	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 both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.1d	Elect Director Randolph L. Cowen	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.1e	Elect Director James S. DiStasio	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.1f	Elect Director John R. Egan	Mgmt	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 both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.1g	Elect Director William D. Green	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.1h	Elect Director Edmund F. Kelly	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.1i	Elect Director Jami Miscik	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.1j	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 both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						

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

EMC Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1k	Elect Director David N. Strohm	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.1l	Elect Director Joseph M. Tucci	Mgmt	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 both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted with some caution. Although an award granted in 2011 was earned through a performance retesting feature, the company's 2014 pay program is substantially linked to company performance. Shareholders are encouraged to continue monitoring the rigor of the company's long-term incentive program as performance targets are not disclosed.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
5	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/14/2015	Auto-Approved	04/14/2015	9,332	9,332
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	04/14/2015	Auto-Approved	04/14/2015	538	538
						Total Shares:	**9,870**	**9,870**

Fluor Corporation

Meeting Date: 04/30/2015 **Country:** USA **Primary Security ID:** 343412102 **Meeting ID:** 949252
Record Date: 03/05/2015 **Meeting Type:** Annual **Ticker:** FLR

Primary CUSIP: 343412102 **Primary ISIN:** US3434121022 **Primary SEDOL:** 2696838 **Proxy Level:** 3

Shares Voted: 250 **Votable Shares:** 250 ***Shares on Loan:** 0 **Shares Instructed:** 250
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter K. Barker	Mgmt	Yes	For	For	For	For

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

Fluor Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1B	Elect Director Alan M. Bennett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1C	Elect Director Rosemary T. Berkery	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1D	Elect Director Peter J. Fluor	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1E	Elect Director Deborah D. McWhinney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1F	Elect Director Armando J. Olivera	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1G	Elect Director Joseph W. Prueher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1H	Elect Director Matthew K. Rose	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1I	Elect Director David T. Seaton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1J	Elect Director Nader H. Sultan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1K	Elect Director Lynn C. Swann	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: After reviewing the company's compensation program, pay and performance appear reasonably aligned at this time. Therefore, a vote FOR this item is warranted.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Report on Political Contributions	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as disclosure of political contributions payments and recipients, along with information about trade association activities, would aid shareholders in assessing the company's management of its comprehensive political activities.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Fluor Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/07/2015	Auto-Approved	04/07/2015	250	250
						Total Shares:	**250**	**250**

HCP, Inc.

Meeting Date: 04/30/2015 **Country:** USA **Primary Security ID:** 40414L109 **Meeting ID:** 952916
Record Date: 03/09/2015 **Meeting Type:** Annual **Ticker:** HCP

Primary CUSIP: 40414L109 **Primary ISIN:** US40414L1098 **Primary SEDOL:** 2417578 **Proxy Level:** 3

Shares Voted: 1,300 **Votable Shares:** 1,300 ***Shares on Loan:** 0 **Shares Instructed:** 1,300
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian G. Cartwright	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.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.						
1b	Elect Director Christine N. Garvey	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.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 David B. Henry	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1d	Elect Director James P. Hoffmann	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1e	Elect Director Lauralee E. Martin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1f	Elect Director Michael D. McKee	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Peter L. Rhein	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.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.						

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

HCP, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Joseph P. Sullivan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Proxy Access	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. While the company amended its bylaws to provide for proxy access, the shareholder proposal will further enhance rights while providing necessary safeguards to the nomination process.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/17/2015	Auto-Approved	04/17/2015	1,300	1,300
						Total Shares:	**1,300**	**1,300**

Kimberly-Clark Corporation

Meeting Date: 04/30/2015 **Country:** USA **Primary Security ID:** 494368103 **Meeting ID:** 949262
Record Date: 03/02/2015 **Meeting Type:** Annual **Ticker:** KMB

Primary CUSIP: 494368103 **Primary ISIN:** US4943681035 **Primary SEDOL:** 2491839 **Proxy Level:** 3

Shares Voted: 2,688 **Votable Shares:** 2,688 ***Shares on Loan:** 0 **Shares Instructed:** 2,688
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John F. Bergstrom	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Abelardo E. Bru	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Robert W. Decherd	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Thomas J. Falk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Kimberly-Clark Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Fabian T. Garcia	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Mae C. Jemison	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director James M. Jenness	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Nancy J. Karch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Ian C. Read	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Linda Johnson Rice	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director Marc J. Shapiro	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices and pay appears to be reasonably aligned with performance at this time.						
4	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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/07/2015	Auto-Approved	04/07/2015	2,688	2,688
						Total Shares:	**2,688**	**2,688**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Valero Energy Corporation

Meeting Date: 04/30/2015 **Country:** USA **Primary Security ID:** 91913Y100 **Meeting ID:** 954887
Record Date: 03/03/2015 **Meeting Type:** Annual **Ticker:** VLO

Primary CUSIP: 91913Y100 **Primary ISIN:** US91913Y1001 **Primary SEDOL:** 2041364 **Proxy Level:** 3

Shares Voted: 810 **Votable Shares:** 810 ***Shares on Loan:** 0 **Shares Instructed:** 810
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1a	Elect Director Jerry D. Choate	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1b	Elect Director Joseph W. Gorder	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1c	Elect Director Deborah P. Majoras	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1d	Elect Director Donald L. Nickles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1e	Elect Director Philip J. Pfeiffer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1f	Elect Director Robert A. Profusek	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1g	Elect Director Susan Kaufman Purcell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1h	Elect Director Stephen M. Waters	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1i	Elect Director Randall J. Weisenburger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1j	Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that 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 Account Manager with any questions.*

Valero Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Adopt Quantitative GHG Goals for Products and Operations	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's GHG emissions performance and adopting and disclosing GHG emissions reduction goals would aid shareholders in assessing the company's related performance and management of risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/14/2015	Auto-Approved	04/14/2015	710	710
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	04/14/2015	Auto-Approved	04/14/2015	100	100
						Total Shares:	**810**	**810**

Alcoa Inc.

Meeting Date: 05/01/2015 **Country:** USA **Primary Security ID:** 03965L100 **Meeting ID:** 953839
Record Date: 02/20/2015 **Meeting Type:** Annual **Ticker:** AA

Primary CUSIP: 03965L100 **Primary ISIN:** US03965L1008 **Primary SEDOL:** BD3D9G5 **Proxy Level:** 3

Shares Voted: 7,534 **Votable Shares:** 7,534 ***Shares on Loan:** 0 **Shares Instructed:** 7,534
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kathryn S. Fuller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director L. Rafael Reif	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Patricia F. Russo	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Ernesto Zedillo	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

Alcoa 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 in light of the reasonable alignment between pay and performance at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/03/2015	Auto-Approved	04/03/2015	7,534	7,534
						Total Shares:	**7,534**	**7,534**

Occidental Petroleum Corporation

Meeting Date: 05/01/2015 **Country:** USA **Primary Security ID:** 674599105 **Meeting ID:** 956257
Record Date: 03/10/2015 **Meeting Type:** Annual **Ticker:** OXY

Primary CUSIP: 674599105 **Primary ISIN:** US6745991058 **Primary SEDOL:** 2655408 **Proxy Level:** 3

Shares Voted: 3,934 **Votable Shares:** 3,934 ***Shares on Loan:** 0 **Shares Instructed:** 3,934
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director 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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Howard I. Atkins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Eugene L. Batchelder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Stephen I. Chazen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director John E. Feick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Margaret M. Foran	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Occidental Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Carlos M. Gutierrez	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director William R. Klesse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Avedick B. Poladian	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Elisse B. Walter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
5	Claw-back of Payments under Restatements	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed clawback policy would expand on the company's current policy and would require the company to disclose the circumstances surrounding any recoupments.						
6	Adopt Proxy Access Right	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted because adoption of proxy access will enhance shareholder rights while providing necessary safeguards to the nomination process.						
7	Report on Methane and Flaring Emissions Management and Reduction Targets	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information regarding the company's methane emissions, and its methane emissions reduction practices and policies, would allow shareholders to better understand the company's management of this issue and any related risks.						
8	Review and Assess Membership of Lobbying Organizations	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the oversight mechanisms the company has implemented to manage its trade association activities would allow shareholders to comprehensively understand the company's management of its such activities and any related risks and benefits.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/17/2015	Auto-Approved	04/17/2015	3,825	3,825
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	04/17/2015	Auto-Approved	04/17/2015	109	109
						Total Shares:	**3,934**	**3,934**

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

Occidental Petroleum Corporation

Eli Lilly and Company

Meeting Date: 05/04/2015 **Country:** USA **Primary Security ID:** 532457108 **Meeting ID:** 955605
Record Date: 02/27/2015 **Meeting Type:** Annual **Ticker:** LLY

Primary CUSIP: 532457108 **Primary ISIN:** US5324571083 **Primary SEDOL:** 2516152 **Proxy Level:** 3

Shares Voted: 1,360 **Votable Shares:** 1,360 ***Shares on Loan:** 0 **Shares Instructed:** 1,360
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1a	Elect Director Katherine Baicker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1b	Elect Director J. Erik Fyrwald	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1c	Elect Director Ellen R. Marram	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1d	Elect Director Jackson P. Tai	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/17/2015	Auto-Approved	04/17/2015	1,360	1,360
						Total Shares:	**1,360**	**1,360**

GLOBANT S.A.

Meeting Date: 05/04/2015 **Country:** Luxembourg **Primary Security ID:** L44385109 **Meeting ID:** 968374
Record Date: 04/13/2015 **Meeting Type:** Annual/Special **Ticker:** GLOB

Primary CUSIP: N/A **Primary ISIN:** LU0974299876 **Primary SEDOL:** BP40HF4 **Proxy Level:** N/A

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

GLOBANT S.A.

Shares Voted: 1,817 **Votable Shares:** 1,817 ***Shares on Loan:** 0 **Shares Instructed:** 1,817

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting	Mgmt	No				
1	Acknowledgement of the Postponement of the AGM	Mgmt	No				
	Voting Policy Rationale: This is a non-voting item.						
2	Receive Board's and Auditor's Reports	Mgmt	No				
	Voting Policy Rationale: This is a non-voting item.						
3	Approve Consolidated Financial Statements and Statutory Reports Regarding FY 2013	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.						
4	Approve Consolidated Financial Statements and Statutory Reports Regarding FY 2014	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concern regarding the accounts presented or audit procedures used.						
5	Approve Financial Statements	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concern regarding the accounts presented or audit procedures used.						
6	Approve Allocation of Results	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this income allocation proposal is warranted, despite omission of the dividend, because the company launched an IPO this year, and companies often require a period of adjustment following their IPO to build reserves and develop the firm.						
7	Approve Discharge of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted given the lack of any specific concern with the board's actions over the past year.						
8	Approve Remuneration of Directors for Financial Year 2014	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST Item 8 is warranted because the granting of performance-based compensation during fiscal year 2014 is contrary to local best practices.						
9	Approve Remuneration of Directors for Financial Year 2015	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR Item 9 is warranted because there is no sign of excessiveness concerning the board remuneration in cash for the coming fiscal year.						
10	Renew Appointment of Deloitte as Auditor for the Annual Accounts	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this auditor election is warranted due to a lack of concern regarding the suitability of the auditor.						

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

GLOBANT S.A.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	Appoint Deloitte & Co S.A. as Auditor for the Consolidated Accounts	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this auditor election is warranted due to a lack of concern regarding the suitability of the auditor.						
12	Reelect Francisco Alvarez-Demalde as Director	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.						
13	Reelect Bradford Eric Bernstein as Director	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.						
14	Reelect Philip Odeen as Director	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.						
15	Elect David J. Moore as Director	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.						
	Special Meeting	Mgmt	No				
1	Authorize Board to Issues Shares Within Framework of Authorized Capital	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because the proposed authorization to issue shares respects commonly accepted safeguards with respect to volume.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/24/2015	Auto-Approved	04/24/2015	1,817	1,817
						Total Shares:	**1,817**	**1,817**

Oasis Petroleum Inc.

Meeting Date: 05/04/2015 **Country:** USA **Primary Security ID:** 674215108 **Meeting ID:** 954761
Record Date: 03/16/2015 **Meeting Type:** Annual **Ticker:** OAS

Primary CUSIP: 674215108 **Primary ISIN:** US6742151086 **Primary SEDOL:** B64R5J2 **Proxy Level:** 3

Shares Voted: 93 **Votable Shares:** 93 ***Shares on Loan:** 0 **Shares Instructed:** 93
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William J. Cassidy	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

Oasis Petroleum Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Taylor L. Reid	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Bobby S. Shackouls	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted due to a pay-for-performance misalignment. Annual incentive performance goals are undisclosed, impeding shareholders' ability to gauge the rigor of the program. Further, long-term incentives have changed to be majority time-based while the performance-based component includes a problematic retesting feature.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: The plan enables the company to preserve the financial benefits of the Section 162(m) tax deduction; and* The committee administering the plan is composed entirely of independent directors.*						
6	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	04/21/2015	Auto-Approved	04/21/2015	93	93
						Total Shares:	**93**	**93**

PG&E Corporation

Meeting Date: 05/04/2015 **Country:** USA **Primary Security ID:** 69331C108 **Meeting ID:** 956985
Record Date: 03/05/2015 **Meeting Type:** Annual **Ticker:** PCG

Primary CUSIP: 69331C108 **Primary ISIN:** US69331C1080 **Primary SEDOL:** 2689560 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

PG&E Corporation

Shares Voted: 3,748 **Votable Shares:** 3,748 ***Shares on Loan:** 0 **Shares Instructed:** 3,748

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lewis Chew	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Anthony F. Earley, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Fred J. Fowler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Maryellen C. Herringer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Richard C. Kelly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Roger H. Kimmel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Richard A. Meserve	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Forrest E. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Rosendo G. Parra	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Barbara L. Rambo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director Anne Shen Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.12	Elect Director Barry Lawson Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

PG&E Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 are identified and pay appears reasonably aligned with performance at this time.						
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/24/2015	Auto-Approved	04/24/2015	3,748	3,748
						Total Shares:	**3,748**	**3,748**

Baxter International Inc.

Meeting Date: 05/05/2015 **Country:** USA **Primary Security ID:** 071813109 **Meeting ID:** 956933
Record Date: 03/11/2015 **Meeting Type:** Annual **Ticker:** BAX

Primary CUSIP: 071813109 **Primary ISIN:** US0718131099 **Primary SEDOL:** 2085102 **Proxy Level:** 3

Shares Voted: 1,121 **Votable Shares:** 1,121 ***Shares on Loan:** 0 **Shares Instructed:** 1,121
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Uma Chowdhry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director James R. Gavin, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Peter S. Hellman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director K. J. Storm	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Baxter International Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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, but with caution. CEO pay declined year-over-year, a decline which becomes more significant when the change in his pension value is excluded. Also, the annual and long-term incentive programs appear to be reasonably aligned with performance. However, CEO pay continues to significantly exceed peers, despite sustained TSR underperformance, and multiple adjustments of incentive plan results, along with lack of disclosure of some performance share goals, warrant continued close monitoring of pay-for-performance alignment at the company.						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
5	Pro-rata Vesting of Equity Awards	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted given that pro-rata vesting of equity upon a change in control would further align the interests of executives with those of shareholders.						
6	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/21/2015	Auto-Approved	04/21/2015	1,121	1,121
						Total Shares:	**1,121**	**1,121**

Bristol-Myers Squibb Company

Meeting Date: 05/05/2015 **Country:** USA **Primary Security ID:** 110122108 **Meeting ID:** 956280
Record Date: 03/13/2015 **Meeting Type:** Annual **Ticker:** BMY

Primary CUSIP: 110122108 **Primary ISIN:** US1101221083 **Primary SEDOL:** 2126335 **Proxy Level:** 3

Shares Voted: 324 **Votable Shares:** 324 ***Shares on Loan:** 0 **Shares Instructed:** 324
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1A	Elect Director Lamberto Andreotti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1B	Elect Director Giovanni Caforio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1C	Elect Director Lewis B. Campbell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1D	Elect Director Laurie H. Glimcher	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1E	Elect Director Michael Grobstein	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1F	Elect Director Alan J. Lacy	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1G	Elect Director Thomas J. Lynch, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1H	Elect Director Dinesh C. Paliwal	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1I	Elect Director Vicki L. Sato	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1J	Elect Director Gerald L. Storch	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1K	Elect Director Togo D. West, 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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although some improvements have been made to the pay program, they do not adequately address pay-for-performance misalignment for the year in review. The short- and long-term incentive programs have significant overlap of goals and the new TSR modifier for equity incentives does not always reduce award levels for below-median performance. The short-term program also permits a high level of discretion to modify final payouts, which has occurred in consecutive years, and the performance goals under the program declined from the prior year, yet payout opportunities remained the same.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company has not made a compelling argument for restricting shareholders' litigation rights.						

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

Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Remove Supermajority Vote Requirement Applicable to Preferred Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Given that the only supermajority vote provision in the company's charter is applicable only to preferred shareholders, approval of this proposal would have no adverse impact on common shareholders.						
6	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the ability of shareholders to act on important matters that may arise between annual meetings.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/24/2015	Auto-Approved	04/24/2015	200	200
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	04/24/2015	Auto-Approved	04/24/2015	124	124
						Total Shares:	**324**	**324**

Kraft Foods Group, Inc.

Meeting Date: 05/05/2015 **Country:** USA **Primary Security ID:** 50076Q106 **Meeting ID:** 954742
Record Date: 03/03/2015 **Meeting Type:** Annual **Ticker:** KRFT

Primary CUSIP: 50076Q106 **Primary ISIN:** US50076Q1067 **Primary SEDOL:** B8P0S06 **Proxy Level:** 3

Shares Voted: 1,030 **Votable Shares:** 1,030 ***Shares on Loan:** 0 **Shares Instructed:** 1,030
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1a	Elect Director Abelardo E. Bru	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1b	Elect Director John T. Cahill	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1c	Elect Director L. Kevin Cox	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1d	Elect Director Myra M. Hart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1e	Elect Director Peter B. Henry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Kraft Foods Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1f	Elect Director Jeanne P. Jackson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1g	Elect Director Terry J. Lundgren	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1h	Elect Director Mackey J. McDonald	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1i	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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.1j	Elect Director E. Follin Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Report on Risks Associated with Use of Battery Cages in Supply Chain	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted for the following reasons: The company does not provide information about its egg purchasing policies, nor does it disclose how it is evaluating and managing related risks;* A number of Kraft's peers have established goals or policies to move towards purchasing more cage-free eggs; and* The proposal does not appear to be unduly burdensome or overly prescriptive.*						
5	Report on Supply Chain Impact on Deforestation	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from additional information on how the company is managing its supply chain s impact on deforestation and associated human rights issues.						
6	Assess Environmental Impact of Non-Recyclable Packaging	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from additional information regarding the company's current packaging reduction and recycling efforts.						
7	Report on Sustainability, Including GHG Goals	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from the information disclosed in a comprehensive sustainability report. Such information would allow shareholders to better evaluate the company's sustainability performance and its management of related risks and opportunities.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/21/2015	Auto-Approved	04/21/2015	1,030	1,030

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

Kraft Foods Group, Inc.

Total Shares:	**1,030**	**1,030**

Marcus & Millichap, Inc.

Meeting Date: 05/05/2015 **Country:** USA **Primary Security ID:** 566324109 **Meeting ID:** 955508
Record Date: 03/09/2015 **Meeting Type:** Annual **Ticker:** MMI

Primary CUSIP: 566324109 **Primary ISIN:** US5663241090 **Primary SEDOL:** BFWGXV2 **Proxy Level:** 1

Shares Voted: 2,113 **Votable Shares:** 2,113 ***Shares on Loan:** 0 **Shares Instructed:** 2,113
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William A. Millichap	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.WITHHOLD votes are warranted for William A. Millichap and Nicholas F. McClanahan 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 an insider.						
1.2	Elect Director Nicholas F. McClanahan	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.WITHHOLD votes are warranted for William A. Millichap and Nicholas F. McClanahan 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 an insider.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/17/2015	Auto-Approved	04/17/2015	2,113	2,113
						Total Shares:	**2,113**	**2,113**

Paycom Software, Inc.

Meeting Date: 05/05/2015 **Country:** USA **Primary Security ID:** 70432V102 **Meeting ID:** 959334
Record Date: 03/17/2015 **Meeting Type:** Annual **Ticker:** PAYC

Primary CUSIP: 70432V102 **Primary ISIN:** US70432V1026 **Primary SEDOL:** BL95MY0 **Proxy Level:** 3

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

Paycom Software, Inc.

Shares Voted: 2,074 **Votable Shares:** 2,074 ***Shares on Loan:** 0 **Shares Instructed:** 2,074

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Levenson	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.The board is not majority independent.The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Frederick C. Peters, II	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
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 shares reserved is relatively conservative; and The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.						
3	Approve Executive Incentive Bonus Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because the plan is administered by the Compensation Committee, which is not fully independent.						
4	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/14/2015	Auto-Approved	04/14/2015	2,074	2,074
						Total Shares:	**2,074**	**2,074**

Plum Creek Timber Company, Inc.

Meeting Date: 05/05/2015 **Country:** USA **Primary Security ID:** 729251108 **Meeting ID:** 957575
Record Date: 03/13/2015 **Meeting Type:** Annual **Ticker:** PCL

Primary CUSIP: 729251108 **Primary ISIN:** US7292511083 **Primary SEDOL:** 2692397 **Proxy Level:** 3

Shares Voted: 8,289 **Votable Shares:** 8,289 ***Shares on Loan:** 0 **Shares Instructed:** 8,289

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

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

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Plum Creek Timber Company, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Robin Josephs	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.						
1c	Elect Director Sara Grootwassink Lewis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director John G. McDonald	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Robert B. McLeod	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.						
1f	Elect Director John F. Morgan, Sr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.						
1g	Elect Director Marc F. Racicot	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.						
1h	Elect Director Lawrence A. Selzer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.						
1i	Elect Director Stephen C. Tobias	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.						
1j	Elect Director Martin A. White	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/21/2015	Auto-Approved	04/21/2015	8,289	8,289
						Total Shares:	**8,289**	**8,289**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

West Pharmaceutical Services, Inc.

Meeting Date: 05/05/2015 **Country:** USA **Primary Security ID:** 955306105 **Meeting ID:** 956183
Record Date: 03/09/2015 **Meeting Type:** Annual **Ticker:** WST

Primary CUSIP: 955306105 **Primary ISIN:** US9553061055 **Primary SEDOL:** 2950482 **Proxy Level:** 3

Shares Voted: 1,205 **Votable Shares:** 1,205 ***Shares on Loan:** 0 **Shares Instructed:** 1,205
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark A. Buthman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director William F. Feehery	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Thomas W. Hofmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Paula A. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Myla P. Lai-Goldman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Douglas A. Michels	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Donald E. Morel, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director John H. Weiland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Anthony Welters	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Patrick J. Zenner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

West Pharmaceutical Services, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that a majority vote standard in uncontested director elections will give shareholders a more meaningful voice and improve director accountability.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/14/2015	Auto-Approved	04/14/2015	1,205	1,205
						Total Shares:	**1,205**	**1,205**

Alexion Pharmaceuticals, Inc.

Meeting Date: 05/06/2015 **Country:** USA **Primary Security ID:** 015351109 **Meeting ID:** 963243
Record Date: 03/13/2015 **Meeting Type:** Annual **Ticker:** ALXN

Primary CUSIP: 015351109 **Primary ISIN:** US0153511094 **Primary SEDOL:** 2036070 **Proxy Level:** 3

Shares Voted: 2,100 **Votable Shares:** 2,100 ***Shares on Loan:** 0 **Shares Instructed:** 2,100
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leonard Bell	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.2	Elect Director David R. Brennan	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.3	Elect Director M. Michele Burns	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Christopher J. Coughlin	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.5	Elect Director David L. Hallal	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						

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

Alexion Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director John T. Mollen	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.7	Elect Director R. Douglas Norby	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.8	Elect Director Alvin S. Parven	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.9	Elect Director Andreas Rummelt	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.10	Elect Director Ann M. Veneman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
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. After a review of the company's compensation program and practices, no significant concerns were identified and pay and performance appear reasonably aligned at this time.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: 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.						
5	Proxy Access	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted as adoption of proxy access will enhance shareholder rights while providing necessary safeguards to the nomination process.						
6	Amend Charter -- Call Special Meetings	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholder rights.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	04/21/2015	Auto-Approved	04/21/2015	2,100	2,100
						Total Shares:	**2,100**	**2,100**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Bank of America Corporation

Meeting Date: 05/06/2015 **Country:** USA **Primary Security ID:** 060505104 **Meeting ID:** 944503
Record Date: 03/11/2015 **Meeting Type:** Annual **Ticker:** BAC

Primary CUSIP: 060505104 **Primary ISIN:** US0605051046 **Primary SEDOL:** 2295677 **Proxy Level:** 3

Shares Voted: 17,627 **Votable Shares:** 17,627 ***Shares on Loan:** 0 **Shares Instructed:** 17,627
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.Votes AGAINST Corporate Governance Committee members Sharon L. Allen, Frank P. Bramble Sr., Thomas J. May, and Lionel L. Nowell III are warranted for the board's unilateral removal of a shareholder-initiated and approved bylaw provision requiring an independent board chair.						
1b	Elect Director Susan S. Bies	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Jack O. Bovender, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Frank P. Bramble, Sr.	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.Votes AGAINST Corporate Governance Committee members Sharon L. Allen, Frank P. Bramble Sr., Thomas J. May, and Lionel L. Nowell III are warranted for the board's unilateral removal of a shareholder-initiated and approved bylaw provision requiring an independent board chair.						
1e	Elect Director Pierre J. P. de Weck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Arnold W. Donald	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Charles K. Gifford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Linda P. Hudson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Monica C. Lozano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Thomas J. May	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.Votes AGAINST Corporate Governance Committee members Sharon L. Allen, Frank P. Bramble Sr., Thomas J. May, and Lionel L. Nowell III are warranted for the board's unilateral removal of a shareholder-initiated and approved bylaw provision requiring an independent board chair.						

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

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Brian T. Moynihan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.Votes AGAINST Corporate Governance Committee members Sharon L. Allen, Frank P. Bramble Sr., Thomas J. May, and Lionel L. Nowell III are warranted for the board's unilateral removal of a shareholder-initiated and approved bylaw provision requiring an independent board chair.						
1m	Elect Director R. David Yost	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted. While annual incentives are determined at the discretion of the compensation committee, the CEO's annual award is paid as cash-settled RSUs. As a result, a substantial majority of CEO pay is tied to the company's stock, including a majority of long-term incentive compensation that consists of performance-contingent shares that require sustained growth over a three-year period and may be cancelled if the company experiences net losses during the performance period.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
5	Report on Climate Change Financing Risk	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because the company does not disclose the GHG emissions resulting from all of its financing portfolios. Additional disclosure of the company's assessment of the GHG emissions resulting from its lending portfolio and the company's exposure to climate change risk in its lending, investing, and financing activities would be beneficial in enabling shareholders to properly assess the company's related risk exposure.						
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because the company does not provide sufficient disclosure regarding its lobbying-related policies and payments, or the oversight mechanisms it has in place, for shareholders to properly assess the risks and benefits associated with the company's participation in the public policy process.						
7	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.						
8	Establish Other Governance Board Committee	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this item is warranted because it would require a specific organizational framework and action on the part of the board without a clear benefit to shareholders.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/04/2015	Auto-Approved	05/04/2015	17,627	17,627

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

Bank of America Corporation

Total Shares:	17,627	17,627

CONSOL Energy Inc.

Meeting Date: 05/06/2015 **Country:** USA **Primary Security ID:** 20854P109 **Meeting ID:** 957067
Record Date: 03/12/2015 **Meeting Type:** Annual **Ticker:** CNX

Primary CUSIP: 20854P109 **Primary ISIN:** US20854P1093 **Primary SEDOL:** 2413758 **Proxy Level:** 3

Shares Voted: 410 **Votable Shares:** 410 ***Shares on Loan:** 0 **Shares Instructed:** 410
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Brett Harvey	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Nicholas J. DeIuliis	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Philip W. Baxter	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director Alvin R. Carpenter	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director William E. Davis	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director David C. Hardesty, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director Maureen E. Lally-Green	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.8	Elect Director Gregory A. Lanham	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.9	Elect Director John T. Mills	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

CONSOL Energy Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director William P. Powell	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.11	Elect Director William N. Thorndike, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as changes to the compensation program for the new CEO have contributed to a significant improvement in the alignment of pay and performance for the year under review.						
4	Proxy Access	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the proxy access bylaw would enhance shareholder rights while providing necessary safeguards to the nomination process.						
5	Report on Plans to Address Stranded Carbon Asset Risks	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because the company does not disclose sufficient information on the impact that climate change regulations and a reduced demand for the company's product might have on the company and its operations, nor does it discuss the actions that it is taking to mitigate these risks.						
6	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/22/2015	Auto-Approved	04/22/2015	410	410
						Total Shares:	**410**	**410**

FMC Technologies, Inc.

Meeting Date: 05/06/2015 **Country:** USA **Primary Security ID:** 30249U101 **Meeting ID:** 962717
Record Date: 03/13/2015 **Meeting Type:** Annual **Ticker:** FTI

Primary CUSIP: 30249U101 **Primary ISIN:** US30249U1016 **Primary SEDOL:** 2763561 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

FMC Technologies, Inc.

Shares Voted: 6,500 **Votable Shares:** 6,500 ***Shares on Loan:** 0 **Shares Instructed:** 6,500

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mike R. Bowlin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Clarence P. Cazalot, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director 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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director C. Maury Devine	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Claire S. Farley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director John T. Gremp	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Thomas M. Hamilton	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Peter Mellbye	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Joseph H. Netherland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Peter Oosterveer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Richard A. Pattarozzi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director James M. Ringler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

FMC Technologies, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	04/21/2015	Auto-Approved	04/21/2015	6,500	6,500
						Total Shares:	**6,500**	**6,500**

Hess Corporation

Meeting Date: 05/06/2015 **Country:** USA **Primary Security ID:** 42809H107 **Meeting ID:** 962276
Record Date: 03/19/2015 **Meeting Type:** Annual **Ticker:** HES

Primary CUSIP: 42809H107 **Primary ISIN:** US42809H1077 **Primary SEDOL:** 2023748 **Proxy Level:** 3

Shares Voted: 2,538 **Votable Shares:** 2,538 ***Shares on Loan:** 0 **Shares Instructed:** 2,538
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rodney F. Chase	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.2	Elect Director Terrence J. Checki	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.3	Elect Director Harvey Golub	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.4	Elect Director John B. Hess	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.5	Elect Director Edith E. Holiday	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.6	Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.7	Elect Director David McManus	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.8	Elect Director John H. Mullin, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.9	Elect Director James H. Quigley	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						

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

Hess Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Robert N. Wilson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance were reasonably aligned for the year under review.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
5	Proxy Access	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the proxy access bylaw would enhance shareholder rights while providing necessary safeguards to the nomination process.						
6	Report on Plans to Address Stranded Carbon Asset Risks	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because the company does not disclose sufficient information on the impact that climate change regulations and a reduced demand for the company's product might have on the company and its operations.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/24/2015	Auto-Approved	04/24/2015	2,538	2,538
						Total Shares:	**2,538**	**2,538**

MBIA Inc.

Meeting Date: 05/06/2015 **Country:** USA **Primary Security ID:** 55262C100 **Meeting ID:** 956260
Record Date: 03/12/2015 **Meeting Type:** Annual **Ticker:** MBI

Primary CUSIP: 55262C100 **Primary ISIN:** US55262C1009 **Primary SEDOL:** 2547044 **Proxy Level:** 3

Shares Voted: 395 **Votable Shares:** 395 ***Shares on Loan:** 0 **Shares Instructed:** 395
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1a	Elect Director Joseph W. Brown	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

MBIA Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1b	Elect Director Maryann Bruce	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.1c	Elect Director Sean D. Carney	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.1d	Elect Director David A. Coulter	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.1e	Elect Director Steven J. Gilbert	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.1f	Elect Director Charles R. Rinehart	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.1g	Elect Director Theodore Shasta	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.1h	Elect Director Richard C. Vaughan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Approve Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: The plan enables the company to preserve the financial benefits of the Section 162(m) tax deduction; and The Compensation Committee administering the plan is composed entirely of independent directors.						
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. Aside from a substantial cash and equity grant to the CEO addressed in the 2014 analysis, executive compensation is not excessive, and below-target bonus payments appear reasonably aligned with company performance. Further, pay-for-failure risk with the CEO's 2014 mega-grant is mitigated by the board's removal of the grant's previous provision for accelerated vesting upon a change in control. Shareholders should continue to monitor the complexity and disclosure of the company's compensation program. Support FOR the current say-on-pay proposal is warranted.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/28/2015	Auto-Approved	04/28/2015	395	395
						Total Shares:	**395**	**395**

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

MBIA Inc.

PepsiCo, Inc.

Meeting Date: 05/06/2015 **Country:** USA **Primary Security ID:** 713448108 **Meeting ID:** 957012
Record Date: 02/27/2015 **Meeting Type:** Annual **Ticker:** PEP

Primary CUSIP: 713448108 **Primary ISIN:** US7134481081 **Primary SEDOL:** 2681511 **Proxy Level:** 3

Shares Voted: 3,138 **Votable Shares:** 3,138 ***Shares on Loan:** 0 **Shares Instructed:** 3,138
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shona L. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director George W. Buckley	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Ian M. Cook	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Dina Dublon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Rona A. Fairhead	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Richard W. Fisher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Alberto Ibarguen	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director William R. 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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Indra K. Nooyi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director David C. Page	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Robert C. Pohlad	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.12	Elect Director Lloyd G. Trotter	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.13	Elect Director Daniel Vasella	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.14	Elect Director Alberto Weisser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Compensation increased by 70 percent for the current period, mainly driven by the company reporting the first long-term cash bonus payment for its redesigned incentive plan program implemented in 2012. At this time, pay appears reasonably aligned with performance and no significant concerns were found in reviewing the company's executive compensation practices.						
4	Establish a Board Committee on Sustainability	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because: The creation of a board committee on sustainability, as requested, should serve to further strengthen the company's ability to manage risks related to sustainability issues. Given that PepsiCo has already undertaken a number of sustainability initiatives, formalizing the company's current sustainability practices through the establishment of a sustainability-focused board committee would not be prohibitively costly or unduly burdensome.						
5	Pro-Rata Vesting of Equity Awards	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because pro rata vesting of equity awards upon a change in control would better align the interests of executives with those of shareholders than fully accelerated vesting of equity.						
6	Report on Plans to Minimize Pesticides' Impact on Pollinators	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because: The company does not address the use of neonicotinoid pesticides and their impacts on pollinators ;* A number of companies and jurisdictions have taken steps to address issues surrounding the use of neonicotinoids; and* A report on plans to minimize pesticides' impact on pollinators could alleviate potential reputational risks related to the use of neonicotinoids, in light of the increasing international attention paid to issues associated with pollinator health.*						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/24/2015	Auto-Approved	04/24/2015	3,138	3,138
						Total Shares:	**3,138**	**3,138**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

PulteGroup, Inc.

Meeting Date: 05/06/2015 **Country:** USA **Primary Security ID:** 745867101 **Meeting ID:** 957052
Record Date: 03/12/2015 **Meeting Type:** Annual **Ticker:** PHM

Primary CUSIP: 745867101 **Primary ISIN:** US7458671010 **Primary SEDOL:** 2708841 **Proxy Level:** 4

Shares Voted: 70 **Votable Shares:** 70 ***Shares on Loan:** 0 **Shares Instructed:** 70
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian P. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Bryce Blair	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Richard J. Dugas, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Thomas J. Folliard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Cheryl W. Grise	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Andre J. Hawaux	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Debra J. Kelly-Ennis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Patrick J. O'Leary	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director James J. Postl	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Performance-Based and/or Time-Based Equity Awards	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted because adoption of performance conditions for future stock option grants would more strongly align executive pay with performance.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

PulteGroup, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/21/2015	Auto-Approved	04/21/2015	70	70
						Total Shares:	**70**	**70**

The New York Times Company

Meeting Date: 05/06/2015 **Country:** USA **Primary Security ID:** 650111107 **Meeting ID:** 956203
Record Date: 03/09/2015 **Meeting Type:** Annual **Ticker:** NYT

Primary CUSIP: 650111107 **Primary ISIN:** US6501111073 **Primary SEDOL:** 2632003 **Proxy Level:** 1

Shares Voted: 490 **Votable Shares:** 490 ***Shares on Loan:** 0 **Shares Instructed:** 490
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert E. Denham	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Dara Khosrowshahi	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Brian P. McAndrews	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Doreen A. Toben	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Rebecca Van Dyck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/24/2015	Auto-Approved	04/24/2015	490	490
						Total Shares:	**490**	**490**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Unit Corporation

Meeting Date: 05/06/2015 **Country:** USA **Primary Security ID:** 909218109 **Meeting ID:** 956913
Record Date: 03/09/2015 **Meeting Type:** Annual **Ticker:** UNT

Primary CUSIP: 909218109 **Primary ISIN:** US9092181091 **Primary SEDOL:** 2925833 **Proxy Level:** 3

Shares Voted: 400 **Votable Shares:** 400 ***Shares on Loan:** 0 **Shares Instructed:** 400
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John G. Nikkel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Robert J. Sullivan, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Gary R. Christopher	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
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 found in reviewing the company's executive compensation practices at this time.						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/22/2015	Auto-Approved	04/22/2015	400	400
						Total Shares:	**400**	**400**

WageWorks, Inc.

Meeting Date: 05/06/2015 **Country:** USA **Primary Security ID:** 930427109 **Meeting ID:** 954737
Record Date: 03/09/2015 **Meeting Type:** Annual **Ticker:** WAGE

Primary CUSIP: 930427109 **Primary ISIN:** US9304271094 **Primary SEDOL:** B6WG4R2 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

WageWorks, Inc.

Shares Voted: 1,050 **Votable Shares:** 1,050 ***Shares on Loan:** 0 **Shares Instructed:** 1,050

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas A. Bevilacqua	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Bruce G. Bodaken	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Joseph L. Jackson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
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 CEO pay has increased considerably due to a sizable equity grant, the award contains rigorous performance conditions.						
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 Management Say on Pay proposal is warranted.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/24/2015	Auto-Approved	04/24/2015	1,050	1,050
						Total Shares:	**1,050**	**1,050**

Buffalo Wild Wings, Inc.

Meeting Date: 05/07/2015 **Country:** USA **Primary Security ID:** 119848109 **Meeting ID:** 958525
Record Date: 03/09/2015 **Meeting Type:** Annual **Ticker:** BWLD

Primary CUSIP: 119848109 **Primary ISIN:** US1198481095 **Primary SEDOL:** 2170309 **Proxy Level:** 3

Shares Voted: 428 **Votable Shares:** 428 ***Shares on Loan:** 0 **Shares Instructed:** 428

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sally J. Smith	Mgmt	Yes	For	For	Withhold	Withhold

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

Buffalo Wild Wings, 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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director J. Oliver Maggard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director James M. Damian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Dale M. Applequist	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Warren E. Mack	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Michael P. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Jerry R. Rose	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Cynthia L. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/21/2015	Auto-Approved	04/21/2015	428	428
						Total Shares:	**428**	**428**

California Resources Corporation

Meeting Date: 05/07/2015 **Country:** USA **Primary Security ID:** 13057Q206 **Meeting ID:** 954734
Record Date: 03/10/2015 **Meeting Type:** Annual **Ticker:** CRC

Primary CUSIP: 13057Q206 **Primary ISIN:** US13057Q2066 **Primary SEDOL:** BZBY210 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

California Resources Corporation

Shares Voted: 43 **Votable Shares:** 43 ***Shares on Loan:** 0 **Shares Instructed:** 43

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Justin A. Gannon	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Avedick B. Poladian	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Timothy J. Sloan	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Executive pay was impacted by the company's spin-off in late 2014, and the CEO's pay increased by over double from 2013. However, overall the compensation is reasonably performance-linked, and therefore a vote FOR this item 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 Management Say on Pay proposal is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	04/24/2015	Auto-Approved	04/24/2015	43	43
						Total Shares:	**43**	**43**

Carter's, Inc.

Meeting Date: 05/07/2015 **Country:** USA **Primary Security ID:** 146229109 **Meeting ID:** 960188
Record Date: 03/23/2015 **Meeting Type:** Annual **Ticker:** CRI

Primary CUSIP: 146229109 **Primary ISIN:** US1462291097 **Primary SEDOL:** 2980939 **Proxy Level:** 3

Shares Voted: 718 **Votable Shares:** 718 ***Shares on Loan:** 0 **Shares Instructed:** 718

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul Fulton	Mgmt	Yes	For	For	Against	Against

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

Carter's, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1b	Elect Director Thomas E. Whiddon	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.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 found in reviewing the company's executive compensation practices at this time.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/24/2015	Auto-Approved	04/24/2015	718	718
						Total Shares:	**718**	**718**

Comstock Resources, Inc.

Meeting Date: 05/07/2015 **Country:** USA **Primary Security ID:** 205768203 **Meeting ID:** 962339
Record Date: 03/23/2015 **Meeting Type:** Annual **Ticker:** CRK

Primary CUSIP: 205768203 **Primary ISIN:** US2057682039 **Primary SEDOL:** 2213572 **Proxy Level:** 3

Shares Voted: 1,320 **Votable Shares:** 1,320 ***Shares on Loan:** 0 **Shares Instructed:** 1,320
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roland O. Burns	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director David K. Lockett	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Frederic D. Sewell	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

Comstock Resources, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card 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: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						
5	Pro-rata Vesting of Equity Awards	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted, as pro-rata vesting of equity awards upon a change in control would further align the interests of executives with those of shareholders.						
6	Proxy Access	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this precatory proposal is warranted, as the adoption of proxy access on the terms proposed will enhance shareholder rights while providing necessary safeguards to the nomination process.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/24/2015	Auto-Approved	04/24/2015	1,320	1,320
						Total Shares:	**1,320**	**1,320**

Covanta Holding Corporation

Meeting Date: 05/07/2015 **Country:** USA **Primary Security ID:** 22282E102 **Meeting ID:** 956997
Record Date: 03/16/2015 **Meeting Type:** Annual **Ticker:** CVA

Primary CUSIP: 22282E102 **Primary ISIN:** US22282E1029 **Primary SEDOL:** 2255778 **Proxy Level:** 1

Shares Voted: 650 **Votable Shares:** 650 ***Shares on Loan:** 0 **Shares Instructed:** 650
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David M. Barse	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.WITHHOLD votes are warranted for audit committee members David M. Barse, Joseph M. Holsten, William C. Pate and Jean Smith due to the board's failure to adopt a policy governing pledging of shares, in light of the material risk to shareholders posed by such pledging.						
1.2	Elect Director Ronald J. Broglio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Covanta Holding Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Peter C.B. Bynoe	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Linda J. Fisher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Joseph M. Holsten	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.WITHHOLD votes are warranted for audit committee members David M. Barse, Joseph M. Holsten, William C. Pate and Jean Smith due to the board's failure to adopt a policy governing pledging of shares, in light of the material risk to shareholders posed by such pledging.						
1.6	Elect Director Stephen J. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Anthony J. Orlando	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director William C. Pate	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.WITHHOLD votes are warranted for audit committee members David M. Barse, Joseph M. Holsten, William C. Pate and Jean Smith due to the board's failure to adopt a policy governing pledging of shares, in light of the material risk to shareholders posed by such pledging.						
1.9	Elect Director Robert S. Silberman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Jean Smith	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.WITHHOLD votes are warranted for audit committee members David M. Barse, Joseph M. Holsten, William C. Pate and Jean Smith due to the board's failure to adopt a policy governing pledging of shares, in light of the material risk to shareholders posed by such pledging.						
1.11	Elect Director Samuel Zell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/26/2015	Auto-Approved	04/26/2015	650	650
						Total Shares:	**650**	**650**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Covanta Holding Corporation

Eastman Chemical Company

Meeting Date: 05/07/2015	**Country:** USA	**Primary Security ID:** 277432100	**Meeting ID:** 956940
Record Date: 03/16/2015	**Meeting Type:** Annual	**Ticker:** EMN	
Primary CUSIP: 277432100	**Primary ISIN:** US2774321002	**Primary SEDOL:** 2298386	**Proxy Level:** 3

	Shares Voted: 71	**Votable Shares:** 71	***Shares on Loan:** 0	**Shares Instructed:** 71
Total Ballots: 1	**Voting Policy:** UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director 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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Gary E. Anderson	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Brett D. Begemann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Michael P. 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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Mark J. Costa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Stephen R. Demeritt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Robert M. Hernandez	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Julie F. Holder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Renee J. Hornbaker	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Eastman Chemical Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Lewis M. Kling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director David W. Raisbeck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this proposal is warranted, as pay and performance appear reasonably aligned at this time.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/24/2015	Auto-Approved	04/24/2015	71	71
						Total Shares:	**71**	**71**

Golden Star Resources Ltd.

Meeting Date: 05/07/2015 **Country:** Canada **Primary Security ID:** 38119T104 **Meeting ID:** 942153
Record Date: 03/13/2015 **Meeting Type:** Annual/Special **Ticker:** GSC

Primary CUSIP: 38119T104 **Primary ISIN:** CA38119T1049 **Primary SEDOL:** 2376613 **Proxy Level:** 3

Shares Voted: 6,510 **Votable Shares:** 6,510 ***Shares on Loan:** 0 **Shares Instructed:** 6,510
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy C. Baker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Samuel T. Coetzer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Anu Dhir	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Golden Star Resources Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Robert E. Doyle	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Tony Alan Jensen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Daniel Owiredu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Craig J. Nelsen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director William L. Yeates	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	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 3.76 percent of the total audit fees paid to the auditor are attributable to non-audit fees.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: After a qualitative review, the pay for performance concern is revised to Medium because the quantitative screen is largely influenced by medium and long-term pay trends and the company has made substantial changes to the compensation structure within the last two years. Given that no problematic pay practices have been mentioned and the company's new compensation structure appears to be in line with industry best practice, the quantitative concern will be closely monitored as the company completes a performance cycle next and the realized value of the previously granted PSUs can be ascertained.A vote FOR this non-binding advisory vote.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/24/2015	Auto-Approved	04/24/2015	6,510	6,510
						Total Shares:	**6,510**	**6,510**

LDR Holding Corporation

Meeting Date: 05/07/2015 **Country:** USA **Primary Security ID:** 50185U105 **Meeting ID:** 953361
Record Date: 03/10/2015 **Meeting Type:** Annual **Ticker:** LDRH

Primary CUSIP: 50185U105 **Primary ISIN:** US50185U1051 **Primary SEDOL:** BDSV890 **Proxy Level:** 1

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

LDR Holding Corporation

Shares Voted: 1,731 **Votable Shares:** 1,731 ***Shares on Loan:** 0 **Shares Instructed:** 1,731

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin M. Lalande	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Stefan Widensohler	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/17/2015	Auto-Approved	04/17/2015	1,731	1,731
						Total Shares:	**1,731**	**1,731**

United Parcel Service, Inc.

Meeting Date: 05/07/2015 **Country:** USA **Primary Security ID:** 911312106 **Meeting ID:** 955351
Record Date: 03/09/2015 **Meeting Type:** Annual **Ticker:** UPS

Primary CUSIP: 911312106 **Primary ISIN:** US9113121068 **Primary SEDOL:** 2517382 **Proxy Level:** 3

Shares Voted: 728 **Votable Shares:** 728 ***Shares on Loan:** 0 **Shares Instructed:** 728

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Rodney C. Adkins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Michael J. Burns	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director D. Scott Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director William R. Johnson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Candace Kendle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Ann M. Livermore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Rudy H.P. Markham	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Clark T. Randt, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director John T. Stankey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Carol B. Tome	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director Kevin M. Warsh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	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 trade association memberships, payments, and oversight mechanisms would give shareholders a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.						
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 Anti Gross-up Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, because a policy against providing tax gross-ups to senior executives would reflect the consensus view of institutional investors and would align with the company's existing practices.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

United Parcel Service, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/28/2015	Auto-Approved	04/28/2015	728	728
						Total Shares:	**728**	**728**

AbbVie Inc.

Meeting Date: 05/08/2015 **Country:** USA **Primary Security ID:** 00287Y109 **Meeting ID:** 954762
Record Date: 03/11/2015 **Meeting Type:** Annual **Ticker:** ABBV

Primary CUSIP: 00287Y109 **Primary ISIN:** US00287Y1091 **Primary SEDOL:** B92SR70 **Proxy Level:** 3

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roxanne S. Austin	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Richard A. Gonzalez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Glenn F. Tilton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns are identified and pay appears to be reasonably aligned with performance at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	04/28/2015	Auto-Approved	04/28/2015	100	100
						Total Shares:	**100**	**100**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Entergy Corporation

Meeting Date: 05/08/2015 **Country:** USA **Primary Security ID:** 29364G103 **Meeting ID:** 954878
Record Date: 03/10/2015 **Meeting Type:** Annual **Ticker:** ETR

Primary CUSIP: 29364G103 **Primary ISIN:** US29364G1031 **Primary SEDOL:** 2317087 **Proxy Level:** 3

Shares Voted: 860 **Votable Shares:** 860 ***Shares on Loan:** 0 **Shares Instructed:** 860
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Maureen S. Bateman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Patrick J. Condon	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Leo P. Denault	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Kirkland H. Donald	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Gary W. Edwards	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Alexis M. Herman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Donald C. Hintz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Stuart L. Levenick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Blanche L. Lincoln	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Karen A. Puckett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director W. J. 'Billy' Tauzin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director Steven V. Wilkinson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Entergy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. While some concerns are raised regarding rigor of goals in each incentive program, pay and performance appear to be reasonably aligned at this time.						
4	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction.						
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
6	Include Carbon Reduction as a Performance Measure for Senior Executive Compensation	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the addition of carbon emission reduction metrics to the company's executive compensation program would provide additional incentive to manage and mitigate any related risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/02/2015	Auto-Approved	05/02/2015	860	860
						Total Shares:	**860**	**860**

Swift Transportation Company

Meeting Date: 05/08/2015 **Country:** USA **Primary Security ID:** 87074U101 **Meeting ID:** 962104
Record Date: 03/18/2015 **Meeting Type:** Annual **Ticker:** SWFT

Primary CUSIP: 87074U101 **Primary ISIN:** US87074U1016 **Primary SEDOL:** B4PZRV7 **Proxy Level:** 3

Shares Voted: 2,399 **Votable Shares:** 2,399 ***Shares on Loan:** 0 **Shares Instructed:** 2,399
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jerry Moyes	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Richard H. Dozer	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.A WITHHOLD vote is warranted for audit committee members Richard H. Dozer, David Vander Ploeg, Glenn Brown, and Jose A. Cardenas, due to substantial pledging of stock by the CEO and his affiliates.						

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

Swift Transportation Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director David Vander Ploeg	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.A WITHHOLD vote is warranted for audit committee members Richard H. Dozer, David Vander Ploeg, Glenn Brown, and Jose A. Cardenas, due to substantial pledging of stock by the CEO and his affiliates.						
1.4	Elect Director Glenn Brown	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.A WITHHOLD vote is warranted for audit committee members Richard H. Dozer, David Vander Ploeg, Glenn Brown, and Jose A. Cardenas, due to substantial pledging of stock by the CEO and his affiliates.						
1.5	Elect Director Jose A. Cardenas	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.A WITHHOLD vote is warranted for audit committee members Richard H. Dozer, David Vander Ploeg, Glenn Brown, and Jose A. Cardenas, due to substantial pledging of stock by the CEO and his affiliates.						
1.6	Elect Director William F. Riley III	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
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 executive pay is reasonably aligned with performance.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	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, because shareholders would benefit from a one-share, one-vote 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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/28/2015	Auto-Approved	04/28/2015	2,399	2,399
						Total Shares:	**2,399**	**2,399**

Mellanox Technologies, Ltd.

Meeting Date: 05/11/2015 **Country:** Israel **Primary Security ID:** M51363113 **Meeting ID:** 964824
Record Date: 04/08/2015 **Meeting Type:** Annual **Ticker:** MLNX

Primary CUSIP: M51363113 **Primary ISIN:** IL0011017329 **Primary SEDOL:** B1R96S6 **Proxy Level:** N/A

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Mellanox Technologies, Ltd.

Shares Voted: 1,353 **Votable Shares:** 1,353 ***Shares on Loan:** 0 **Shares Instructed:** 1,353

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eyal Waldman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Irwin Federman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Dov Baharav	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Glenda Dorchak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Thomas Weatherford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Approve Compensation of Eyal Waldman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: This item warrants a vote FOR, as the proposed amendments to the compensation are not uncommon for companies with Israeli incorporation and do not raise any apparent concern.						
3	Approve Restricted Stock Units to Eyal Waldman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: The estimated shareholder value transfer appears to be within a reasonable range; The plan does not allow for the repricing of stock options without prior shareholder approval; and The equity burn rate is reasonable.						
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 no significant concerns were found in reviewing the company's executive compensation practices at this time.						
5	Approve Director and Officer Liability Insurance	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: This item warrants a vote FOR, as the proposed D&O liability insurance is a routine item for Israel incorporated companies, and there are no apparent concerns with this proposal.						
6	Amend Annual Retainer Fees Paid to Non-employee Directors and Amend Non-Employee Director Option Grant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: While the company's level of dilution associated with the underlying plan is considered excessive, the proposed amendment to the NED option grant policy reduces the amount of options and RSUs automatically granted to NEDs. Furthermore, the proposed amendment to the annual retainer fees paid to said directors does not raise any apparent concern. Therefore, a vote FOR this proposal is warranted.						
7	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed increase is reasonable (62,857,143 shares is below the allowable threshold) and there are no concerns on the past usage of shares.						

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

Mellanox Technologies, Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Reappoint PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/09/2015	Auto-Approved	05/09/2015	1,353	1,353
						Total Shares:	**1,353**	**1,353**

3M Company

Meeting Date: 05/12/2015 **Country:** USA **Primary Security ID:** 88579Y101 **Meeting ID:** 956987
Record Date: 03/13/2015 **Meeting Type:** Annual **Ticker:** MMM

Primary CUSIP: 88579Y101 **Primary ISIN:** US88579Y1010 **Primary SEDOL:** 2595708 **Proxy Level:** 3

Shares Voted: 1,782 **Votable Shares:** 1,782 ***Shares on Loan:** 0 **Shares Instructed:** 1,782
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda G. Alvarado	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Sondra L. Barbour	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Thomas 'Tony' K. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Vance D. Coffman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Michael L. Eskew	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Herbert L. Henkel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Muhtar Kent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

3M Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Edward M. Liddy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Inge G. Thulin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Robert J. Ulrich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: While 2014 CEO compensation has increased over the prior year, the incentive programs at the company are substantially performance-based, and reasonably reflective of company performance. Hence, a vote FOR this proposal is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	1,782	1,782
						Total Shares:	**1,782**	**1,782**

ConocoPhillips

Meeting Date: 05/12/2015 **Country:** USA **Primary Security ID:** 20825C104 **Meeting ID:** 958660
Record Date: 03/13/2015 **Meeting Type:** Annual **Ticker:** COP

Primary CUSIP: 20825C104 **Primary ISIN:** US20825C1045 **Primary SEDOL:** 2685717 **Proxy Level:** 3

Shares Voted: 124 **Votable Shares:** 124 ***Shares on Loan:** 0 **Shares Instructed:** 124
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard L. Armitage	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Richard H. Auchinleck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

ConocoPhillips

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Charles E. Bunch	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director James E. Copeland, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director John V. Faraci	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Jody L. Freeman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Gay Huey Evans	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Ryan M. Lance	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Arjun N. Murti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Robert A. Niblock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Harald J. Norvik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. A significant increase in total compensation was driven by an increase in pension value rather than proactive changes made by the company, and incentive pay appropriately declined given the company's lower performance in 2014. Concerns regarding limited disclosure and certain legacy practices persist, however, and shareholders should continue to closely monitor pay practices and disclosure at the company.						
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying related expenditures, trade association payments, and board-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.						
5	Pro-rata Vesting of Equity Plan	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because pro rata vesting of equity awards upon a change in control would better align the interests of executives with those of shareholders than fully accelerated vesting of equity.						

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

ConocoPhillips

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Remove or Adjust Reserve Metrics used for Executive Compensation	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted as it would incentivize company executives to further manage any related risks and encourage executive decision-making that promotes sustainable, long-term shareholder value creation.						
7	Adopt Proxy Access Right	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted because adoption of proxy access will enhance shareholder rights while providing necessary safeguards to the nomination process.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/05/2015	Auto-Approved	05/05/2015	124	124
						Total Shares:	**124**	**124**

Cummins Inc.

Meeting Date: 05/12/2015 **Country:** USA **Primary Security ID:** 231021106 **Meeting ID:** 959205
Record Date: 03/10/2015 **Meeting Type:** Annual **Ticker:** CMI

Primary CUSIP: 231021106 **Primary ISIN:** US2310211063 **Primary SEDOL:** 2240202 **Proxy Level:** 3

Shares Voted: 478 **Votable Shares:** 478 ***Shares on Loan:** 0 **Shares Instructed:** 478
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director N. Thomas Linebarger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Elect Director Robert J. Bernhard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
3	Elect Director Franklin R. Chang Diaz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
4	Elect Director Bruno V. Di Leo Allen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
5	Elect Director Stephen B. Dobbs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
6	Elect Director Robert K. Herdman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Cummins Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Elect Director Alexis M. Herman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
8	Elect Director Thomas J. Lynch	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
9	Elect Director William I. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
10	Elect Director Georgia R. Nelson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
11	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 company set lower targets for 2014 without sufficient disclosure, overall pay is reasonable and appears aligned with company performance.						
12	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
13	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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	478	478
						Total Shares:	**478**	**478**

Depomed, Inc.

Meeting Date: 05/12/2015 **Country:** USA **Primary Security ID:** 249908104 **Meeting ID:** 962672
Record Date: 03/20/2015 **Meeting Type:** Annual **Ticker:** DEPO

Primary CUSIP: 249908104 **Primary ISIN:** US2499081048 **Primary SEDOL:** 2100179 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Depomed, Inc.

Shares Voted: 3,197 **Votable Shares:** 3,197 ***Shares on Loan:** 0 **Shares Instructed:** 3,197

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter D. Staple	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.2	Elect Director Vicente Anido, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.3	Elect Director Karen A. Dawes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.4	Elect Director Louis J. Lavigne, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.5	Elect Director Samuel R. Saks	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.6	Elect Director James A. Schoeneck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.7	Elect Director David B. Zenoff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
2	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed increase in authorized common stock is reasonable (100 million shares is equal to the allowable threshold) and there is a specific and severe risk to shareholders of non-approval.						
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 found in reviewing the company's executive compensation practices at this time.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	3,197	3,197
						Total Shares:	**3,197**	**3,197**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

National Instruments Corporation

Meeting Date: 05/12/2015 **Country:** USA **Primary Security ID:** 636518102 **Meeting ID:** 961248
Record Date: 03/13/2015 **Meeting Type:** Annual **Ticker:** NATI

Primary CUSIP: 636518102 **Primary ISIN:** US6365181022 **Primary SEDOL:** 2645078 **Proxy Level:** 3

Shares Voted: 1,014 **Votable Shares:** 1,014 ***Shares on Loan:** 0 **Shares Instructed:** 1,014
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Duy-Loan T. Le	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.2	Elect Director Charles J. Roesslein	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
2	Approve Restricted Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
3	Approve Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: The plan enables the company to preserve the financial benefits of the Section 162(m) tax deduction; and The Compensation Committee administering the plan is composed entirely of independent directors.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	1,014	1,014
						Total Shares:	**1,014**	**1,014**

Prudential Financial, Inc.

Meeting Date: 05/12/2015 **Country:** USA **Primary Security ID:** 744320102 **Meeting ID:** 956303
Record Date: 03/13/2015 **Meeting Type:** Annual **Ticker:** PRU

Primary CUSIP: 744320102 **Primary ISIN:** US7443201022 **Primary SEDOL:** 2819118 **Proxy Level:** 3

Shares Voted: 1,134 **Votable Shares:** 1,134 ***Shares on Loan:** 0 **Shares Instructed:** 1,134
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas J. Baltimore, Jr.	Mgmt	Yes	For	For	Against	Against

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

Prudential Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Gordon M. Bethune	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Gilbert F. Casellas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director James G. Cullen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Mark B. Grier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Constance J. Horner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Martina Hund-Mejean	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Karl J. Krapek	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Christine A. Poon	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.10	Elect Director Douglas A. Scovanner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director John R. Strangfeld	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Prudential Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: The pay program has favorable features with most compensation tied to defined performance goals and subject to relative performance modifiers. The company implemented several changes to its compensation program, including increasing the proportion of performance-conditioned equity awards and decreasing the maximum payout opportunity. Under the book value performance plan, a portion of short- and long-term incentives are mandatorily deferred. A substantial proportion of high CEO pay stems from year-over-year changes in pension value. While incentive program payout opportunities continue to be large, which raises some concern, pay outcomes appear more reasonable after excluding the impact of the sizable pension value change, which is significantly impact by external factors. Accordingly, a vote FOR the proposal is warranted.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	1,134	1,134
						Total Shares:	**1,134**	**1,134**

Tyler Technologies, Inc.

Meeting Date: 05/12/2015 **Country:** USA **Primary Security ID:** 902252105 **Meeting ID:** 959434
Record Date: 03/20/2015 **Meeting Type:** Annual **Ticker:** TYL

Primary CUSIP: 902252105 **Primary ISIN:** US9022521051 **Primary SEDOL:** 2909644 **Proxy Level:** 3

Shares Voted: 513 **Votable Shares:** 513 ***Shares on Loan:** 0 **Shares Instructed:** 513
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Donald R. Brattain	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Glenn A. Carter	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Brenda A. Cline	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director J. Luther King, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

Tyler Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director John S. Marr, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director Dustin R. Womble	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director John M. Yeaman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Amend Stock Option Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card 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: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Require a Majority Vote for the Election of Directors	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	513	513
						Total Shares:	**513**	**513**

Waste Management, Inc.

Meeting Date: 05/12/2015 **Country:** USA **Primary Security ID:** 94106L109 **Meeting ID:** 957751
Record Date: 03/16/2015 **Meeting Type:** Annual **Ticker:** WM

Primary CUSIP: 94106L109 **Primary ISIN:** US94106L1098 **Primary SEDOL:** 2937667 **Proxy Level:** 3

Shares Voted: 140 **Votable Shares:** 140 ***Shares on Loan:** 0 **Shares Instructed:** 140
Total Ballots: 1 **Voting Policy:** UUA

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

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

Waste Management, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Frank M. Clark, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Andres R. Gluski	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Patrick W. Gross	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Victoria M. Holt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director John C. Pope	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director W. Robert Reum	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director David P. Steiner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Thomas H. Weidemeyer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay appears to be reasonably aligned with performance and no problematic practices have been identified at this time.						
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	Report on Political Contributions	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted as additional disclosure on the amounts and recipients of the company's political contributions, and any policies or procedures the company has implemented regarding its trade association participation and related political contribution activities, would allow shareholders to better assess the company's management of any related risks and benefits.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Waste Management, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Pro-rata Vesting of Equity Awards	SH	Yes	Against	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted because pro rata vesting of equity awards upon a change in control would better align the interests of executives with those of shareholders than fully accelerated vesting of equity.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	140	140
						Total Shares:	**140**	**140**

Zendesk, Inc.

Meeting Date: 05/12/2015 **Country:** USA **Primary Security ID:** 98936J101 **Meeting ID:** 960206
Record Date: 03/23/2015 **Meeting Type:** Annual **Ticker:** ZEN

Primary CUSIP: 98936J101 **Primary ISIN:** US98936J1016 **Primary SEDOL:** BMH0MR7 **Proxy Level:** 1

Shares Voted: 2,402 **Votable Shares:** 2,402 ***Shares on Loan:** 0 **Shares Instructed:** 2,402
Total Ballots: 1 **Voting Policy:** UUA

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

Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.

1.2	Elect Director Michelle Wilson	Mgmt	Yes	For	For	Withhold	Withhold

Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.

2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	2,402	2,402
						Total Shares:	**2,402**	**2,402**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

AMERICAN INTERNATIONAL GROUP, INC.

Meeting Date: 05/13/2015 **Country:** USA **Primary Security ID:** 026874784 **Meeting ID:** 959374
Record Date: 03/18/2015 **Meeting Type:** Annual **Ticker:** AIG

Primary CUSIP: 026874784 **Primary ISIN:** US0268747849 **Primary SEDOL:** 2027342 **Proxy Level:** 3

Shares Voted: 1,380 **Votable Shares:** 1,380 ***Shares on Loan:** 0 **Shares Instructed:** 1,380
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Don Cornwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Peter R. Fisher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director John H. Fitzpatrick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Peter D. Hancock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director William G. Jurgensen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Christopher S. Lynch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director George L. Miles, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Henry S. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Robert S. Miller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Ronald A. Rittenmeyer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director Douglas M. Steenland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

AMERICAN INTERNATIONAL GROUP, INC.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Theresa M. Stone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are well aligned for the year in review.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	1,380	1,380
						Total Shares:	**1,380**	**1,380**

Anthem, Inc.

Meeting Date: 05/13/2015 **Country:** USA **Primary Security ID:** 036752103 **Meeting ID:** 961107
Record Date: 03/19/2015 **Meeting Type:** Annual **Ticker:** ANTM

Primary CUSIP: 036752103 **Primary ISIN:** US0367521038 **Primary SEDOL:** BSPHGL4 **Proxy Level:** 3

Shares Voted: 448 **Votable Shares:** 448 ***Shares on Loan:** 0 **Shares Instructed:** 448
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julie A. Hill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Ramiro G. Peru	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director John H. Short	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Anthem, 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 pay program and performance are reasonably aligned at this time.						
4	Declassify the Board of Directors	SH	Yes	None	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because the declassification would reinforce the importance of enhancing board accountability.						
5	Proxy Access	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted because adoption of proxy access will enhance shareholder rights and the proposal provides necessary safeguards to the nomination process.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	364	364
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	84	84
						Total Shares:	**448**	**448**

BankUnited, Inc.

Meeting Date: 05/13/2015 **Country:** USA **Primary Security ID:** 06652K103 **Meeting ID:** 964644
Record Date: 03/16/2015 **Meeting Type:** Annual **Ticker:** BKU

Primary CUSIP: 06652K103 **Primary ISIN:** US06652K1034 **Primary SEDOL:** B3NNTZ4 **Proxy Level:** 3

Shares Voted: 1,848 **Votable Shares:** 1,848 ***Shares on Loan:** 0 **Shares Instructed:** 1,848
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John A. Kanas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Rajinder P. Singh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Tere Blanca	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee attended less than 75% of the board and committee meetings that they were scheduled to attend during the previous fiscal year without a valid excuse (e.g. illness, work on behalf of the company, service to the nation).						
1.4	Elect Director Eugene F. DeMark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

BankUnited, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Michael J. Dowling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Douglas J. Pauls	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director A. Robert Towbin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Sanjiv Sobti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Support for the say-on-pay proposal is not warranted due to the payment of guaranteed retention bonuses, identical STI and LTI performance metrics and goals, and the fact that incentive awards were paid at maximum during a period of negative shareholder returns.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	1,848	1,848
						Total Shares:	**1,848**	**1,848**

Chipotle Mexican Grill, Inc.

Meeting Date: 05/13/2015 **Country:** USA **Primary Security ID:** 169656105 **Meeting ID:** 957760
Record Date: 03/16/2015 **Meeting Type:** Annual **Ticker:** CMG

Primary CUSIP: 169656105 **Primary ISIN:** US1696561059 **Primary SEDOL:** B0X7DZ3 **Proxy Level:** 4

Shares Voted: 780 **Votable Shares:** 780 ***Shares on Loan:** 0 **Shares Instructed:** 780
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John S. Charlesworth	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the audit committee and non-audit fees exceed '25'% of the aggregate fees paid to the company's external auditor.						

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

Chipotle Mexican Grill, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Kimbal Musk	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Montgomery F. (Monty) Moran	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director Patrick J. Flynn	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director Steve Ells	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director Stephen Gillett	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
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 on a cautionary basis. Following the failed say-on-pay vote in 2014, the company engaged shareholders and made significant changes to the equity incentive program. These changes include lowering the grant date value of equity awards, granting only performance-based equity, and basing achievement on three relative metrics. These changes for FY2015 mitigate several of the concerning aspects of the company's current incentive structure. However, some of the committee's decisions for FY2014 remain troubling given the level of equity provided to both CEOs. Support for this proposal is warranted in light of the committee's willingness to improve the compensation program, but shareholders should closely scrutinize the FY2015 pay program after full disclosure next year.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
5	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A majority vote standard transforms director elections from a largely symbolic exercise to a meaningful process, thereby enhancing the company's governance structure. Therefore, a vote FOR this proposal is warranted.						
6	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.						
7	Provide Proxy Access Right	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted as the provisions of this management presented proxy access proposal are more restrictive than those of the alternative shareholder proposal on proxy access.						

Chipotle Mexican Grill, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Adopt Proxy Access Right	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted because adoption of proxy access will enhance shareholder rights while providing necessary safeguards to the nomination process. Additionally, the terms and provisions of this proxy access proposal are more favorable to shareholders than the management proposal on the same matter.						
9	Require Shareholder Approval of Specific Performance Metrics in Equity Compensation Plans	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has modified its incentive plans to address several compensation-related concerns. As such, requiring shareholder approval of specific equity performance measures and formulas does not appear necessary at this time and may unduly inhibit the compensation committee's flexibility to make determinations and set goals relating to incentive plans.						
10	Stock Retention/Holding Period	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The Co-CEOs are the beneficial owners of a significant portion of the company and the current ownership guidelines appear reasonably robust. However, this proposal would materially enhance the executive's retention of company equity, and shareholders may benefit from implementation of a holding requirement for some portion of equity.						
11	Pro-rata Vesting of Equity Awards	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The pro-rata vesting of equity awards in connection with a change in control up to the time of an executive's termination would further align the interests of executives with shareholders.						
12	Report on Sustainability, Including Quantitative Goals	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted as shareholders would benefit from the information disclosed in a comprehensive sustainability report. Such information would allow shareholders to better evaluate the company's sustainability performance and its management of related risks and opportunities.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	780	780
						Total Shares:	**780**	**780**

National Oilwell Varco, Inc.

Meeting Date: 05/13/2015 **Country:** USA **Primary Security ID:** 637071101 **Meeting ID:** 965618
Record Date: 04/01/2015 **Meeting Type:** Annual **Ticker:** NOV

Primary CUSIP: 637071101 **Primary ISIN:** US6370711011 **Primary SEDOL:** 2624486 **Proxy Level:** 3

Shares Voted: 70 **Votable Shares:** 70 ***Shares on Loan:** 0 **Shares Instructed:** 70
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Clay C. Williams	Mgmt	Yes	For	For	Against	Against

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

National Oilwell Varco, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1B	Elect Director Greg L. Armstrong	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.						
1C	Elect Director Robert E. Beauchamp	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1D	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.						
1E	Elect Director Ben A. Guill	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1F	Elect Director David D. Harrison	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.						
1G	Elect Director Roger L. Jarvis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1H	Elect Director Eric L. Mattson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.						
1I	Elect Director Jeffery A. Smisek	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. In line with company's negative one-year TSR, CEO pay declined. Overall CEO compensation is generally performance-linked, reasonable in magnitude, and reflective of company performance.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	70	70
						Total Shares:	**70**	**70**

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

National Oilwell Varco, Inc.

Novadaq Technologies Inc.

Meeting Date: 05/13/2015 **Country:** Canada **Primary Security ID:** 66987G102 **Meeting ID:** 952386
Record Date: 04/10/2015 **Meeting Type:** Annual/Special **Ticker:** NDQ

Primary CUSIP: 66987G102 **Primary ISIN:** CA66987G1028 **Primary SEDOL:** B0BCFZ4 **Proxy Level:** 3

Shares Voted: 3,570 **Votable Shares:** 3,570 ***Shares on Loan:** 0 **Shares Instructed:** 3,570
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arun Menawat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all nominees.						
1.2	Elect Director Anthony Griffiths	Mgmt	Yes	For	For	For	For
1.3	Elect Director Harold O. Koch, Jr.	Mgmt	Yes	For	For	For	For
1.4	Elect Director William A. MacKinnon	Mgmt	Yes	For	For	For	For
1.5	Elect Director Thomas Wellner	Mgmt	Yes	For	For	For	For
1.6	Elect Director Robert S. White	Mgmt	Yes	For	For	For	For
1.7	Elect Director Patrice Merrin	Mgmt	Yes	For	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
3	Approve Long-Term Incentive Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Vote AGAINST this plan as the estimated shareholder value transfer of the plan (10 percent) exceeds the company's allowable cap (7 percent).						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/08/2015	Auto-Approved	05/08/2015	3,570	3,570
						Total Shares:	**3,570**	**3,570**

Qlik Technologies Inc.

Meeting Date: 05/13/2015 **Country:** USA **Primary Security ID:** 74733T105 **Meeting ID:** 961032
Record Date: 03/20/2015 **Meeting Type:** Annual **Ticker:** QLIK

Primary CUSIP: 74733T105 **Primary ISIN:** US74733T1051 **Primary SEDOL:** B3WPL22 **Proxy Level:** 3

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

Qlik Technologies Inc.

Shares Voted: 2,111 **Votable Shares:** 2,111 ***Shares on Loan:** 0 **Shares Instructed:** 2,111

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Deborah C. Hopkins	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Steffan C. Tomlinson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Paul Wahl	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	2,111	2,111
						Total Shares:	**2,111**	**2,111**

Sempra Energy

Meeting Date: 05/13/2015 **Country:** USA **Primary Security ID:** 816851109 **Meeting ID:** 957726
Record Date: 03/17/2015 **Meeting Type:** Annual **Ticker:** SRE

Primary CUSIP: 816851109 **Primary ISIN:** US8168511090 **Primary SEDOL:** 2138158 **Proxy Level:** 3

Shares Voted: 4,030 **Votable Shares:** 4,030 ***Shares on Loan:** 0 **Shares Instructed:** 4,030

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

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

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

Sempra Energy

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director James G. Brocksmith, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Kathleen L. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Pablo A. Ferrero	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director William D. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director William G. Ouchi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Debra L. Reed	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director William C. Rusnack	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.9	Elect Director William P. Rutledge	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Lynn Schenk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director Jack T. Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.12	Elect Director Luis M. Tellez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.13	Elect Director James C. Yardley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that pay and performance are sufficiently aligned at this time.						

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

Sempra Energy

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	4,030	4,030
						Total Shares:	**4,030**	**4,030**

The Charles Schwab Corporation

Meeting Date: 05/13/2015 **Country:** USA **Primary Security ID:** 808513105 **Meeting ID:** 958652
Record Date: 03/16/2015 **Meeting Type:** Annual **Ticker:** SCHW

Primary CUSIP: 808513105 **Primary ISIN:** US8085131055 **Primary SEDOL:** 2779397 **Proxy Level:** 4

Shares Voted: 11,900 **Votable Shares:** 11,900 ***Shares on Loan:** 0 **Shares Instructed:** 11,900
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nancy H. Bechtle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Walter W. Bettinger, II	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director C. Preston Butcher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Christopher V. Dodds	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Mark A. Goldfarb	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

The Charles Schwab 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 the proposal is warranted. The company has outperformed peers and the market generally over the previous one- and three-year periods. While executive compensation and company performance appear reasonably aligned at this time, shareholders should monitor the value of Chairman Schwab's severance benefits.						
4	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction.						
5	Report on Political Contributions	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's political contribution expenditures and trade association participation, and the relevant oversight mechanisms, would allow shareholders to better assess the company's management of related risks and opportunities.						
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 information on the company's trade association memberships, payments, and oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.						
7	Prepare Employment Diversity Report	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of diversity data similar to that found in the EEO-1 report would allow shareholders to better assess the effectiveness of the company's diversity initiatives and management's related efforts to improve these initiatives.						
8	Pro-Rata Vesting of Equity Awards	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Current equity award arrangements provide for automatic acceleration upon a change in control event. The request for pro rata vesting of equity awards could be beneficial for shareholders.						
9	Provide Vote Counting to Exclude Abstentions	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST the proposal is warranted; the company has adopted a consistent vote threshold for management and shareholder proposals, both of which count abstentions.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	05/02/2015	Auto-Approved	05/02/2015	11,900	11,900
						Total Shares:	**11,900**	**11,900**

Baker Hughes Incorporated

Meeting Date: 05/14/2015 **Country:** USA **Primary Security ID:** 057224107 **Meeting ID:** 958546
Record Date: 03/18/2015 **Meeting Type:** Annual **Ticker:** BHI

Primary CUSIP: 057224107 **Primary ISIN:** US0572241075 **Primary SEDOL:** 2072085 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Baker Hughes Incorporated

Shares Voted: 2,342 **Votable Shares:** 2,342 ***Shares on Loan:** 0 **Shares Instructed:** 2,342

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry D. Brady	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Clarence P. Cazalot, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Martin S. Craighead	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director William H. Easter, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Lynn L. Elsenhans	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Anthony G. Fernandes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Claire W. Gargalli	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Pierre H. Jungels	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director James A. Lash	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director J. Larry Nichols	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director James W. Stewart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1m	Elect Director Charles L. Watson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Baker Hughes Incorporated

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 an increase in the proportion of performance-based long-term incentives would strengthen the performance-linkage, overall pay is reasonable and generally reflects company performance.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/05/2015	Auto-Approved	05/05/2015	2,342	2,342
						Total Shares:	**2,342**	**2,342**

Corrections Corporation of America

Meeting Date: 05/14/2015 **Country:** USA **Primary Security ID:** 22025Y407 **Meeting ID:** 962181
Record Date: 03/16/2015 **Meeting Type:** Annual **Ticker:** CXW

Primary CUSIP: 22025Y407 **Primary ISIN:** US22025Y4070 **Primary SEDOL:** 2759418 **Proxy Level:** 3

Shares Voted: 234 **Votable Shares:** 234 ***Shares on Loan:** 0 **Shares Instructed:** 234
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donna M. Alvarado	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the audit committee and non-audit fees exceed '25'% of the aggregate fees paid to the company's external auditor.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director John D. Correnti	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1c	Elect Director Robert J. Dennis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Mark A. Emkes	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1e	Elect Director John D. Ferguson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						

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

Corrections Corporation of America

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Damon T. Hininger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1g	Elect Director C. Michael Jacobi	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the audit committee and non-audit fees exceed '25'% of the aggregate fees paid to the company's external auditor.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Anne L. Mariucci	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the audit committee and non-audit fees exceed '25'% of the aggregate fees paid to the company's external auditor.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Thurgood Marshall, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1j	Elect Director Charles L. Overby	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the audit committee and non-audit fees exceed '25'% of the aggregate fees paid to the company's external auditor.						
1k	Elect Director John R. Prann, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the audit committee and non-audit fees exceed '25'% of the aggregate fees paid to the company's external auditor.						
1l	Elect Director Joseph V. Russell	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/05/2015	Auto-Approved	05/05/2015	234	234
						Total Shares:	**234**	**234**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Ford Motor Company

Meeting Date: 05/14/2015 **Country:** USA **Primary Security ID:** 345370860 **Meeting ID:** 957315
Record Date: 03/17/2015 **Meeting Type:** Annual **Ticker:** F

Primary CUSIP: 345370860 **Primary ISIN:** US3453708600 **Primary SEDOL:** 2615468 **Proxy Level:** 3

Shares Voted: 9,212 **Votable Shares:** 9,212 ***Shares on Loan:** 0 **Shares Instructed:** 9,212
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Stephen G. Butler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Elect Director Kimberly A. Casiano	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
3	Elect Director Anthony F. Earley, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
4	Elect Director Mark Fields	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
5	Elect Director Edsel B. Ford II	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
6	Elect Director William Clay Ford, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
7	Elect Director James P. Hackett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
8	Elect Director James H. Hance, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
9	Elect Director William W. Helman Iv	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
10	Elect Director Jon M. Huntsman, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
11	Elect Director William E. Kennard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
12	Elect Director John C. Lechleiter	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						

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

Ford Motor Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
13	Elect Director Ellen R. Marram	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
14	Elect Director Gerald L. Shaheen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
15	Elect Director John L. Thornton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
16	Ratify PricewaterhouseCoopers LLPas Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
17	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 for new CEO Fields was reasonably aligned with performance for the year under review, and the compensation committee has taken steps in response to shareholder feedback after last year's say-on-pay vote.						
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 provide shareholders of the company with equal voting rights on all matters.						
19	Amend Bylaws to Call Special Meetings	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the current shareholder right to call special meetings.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/02/2015	Auto-Approved	05/02/2015	9,212	9,212
						Total Shares:	**9,212**	**9,212**

Genworth Financial, Inc.

Meeting Date: 05/14/2015 **Country:** USA **Primary Security ID:** 37247D106 **Meeting ID:** 961835
Record Date: 03/20/2015 **Meeting Type:** Annual **Ticker:** GNW

Primary CUSIP: 37247D106 **Primary ISIN:** US37247D1063 **Primary SEDOL:** B011WL6 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Genworth Financial, Inc.

Shares Voted: 2,980 **Votable Shares:** 2,980 ***Shares on Loan:** 0 **Shares Instructed:** 2,980

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William H. Bolinder	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.2	Elect Director G. Kent Conrad	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.3	Elect Director Melina E. Higgins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.4	Elect Director Nancy J. Karch	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.5	Elect Director Thomas J. McInerney	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.6	Elect Director Christine B. Mead	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.7	Elect Director David M. Moffett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.8	Elect Director Thomas E. Moloney	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.9	Elect Director James A. Parke	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.10	Elect Director James S. Riepe	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted, as CEO pay and company performance are reasonably aligned for the period under review and no other significant concerns are identified at this time.						
3	Ratify Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Genworth Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Report on Sustainability	SH	Yes	Against	For	For	For

Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from the information disclosed in a comprehensive sustainability report. Such information would allow shareholders to better evaluate the company's sustainability performance and its management of related risks and opportunities.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/02/2015	Auto-Approved	05/02/2015	2,980	2,980
						Total Shares:	**2,980**	**2,980**

Manhattan Associates, Inc.

Meeting Date: 05/14/2015 **Country:** USA **Primary Security ID:** 562750109 **Meeting ID:** 965684
Record Date: 03/27/2015 **Meeting Type:** Annual **Ticker:** MANH

Primary CUSIP: 562750109 **Primary ISIN:** US5627501092 **Primary SEDOL:** 2239471 **Proxy Level:** 3

Shares Voted: 1,499 **Votable Shares:** 1,499 ***Shares on Loan:** 0 **Shares Instructed:** 1,499
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Deepak Raghavan	Mgmt	Yes	For	For	Withhold	Withhold

Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.

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 found in reviewing the company's executive compensation practices at this time.

3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/02/2015	Auto-Approved	05/02/2015	1,499	1,499
						Total Shares:	**1,499**	**1,499**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Rayonier Inc.

Meeting Date: 05/14/2015	**Country:** USA	**Primary Security ID:** 754907103	**Meeting ID:** 959542
Record Date: 03/16/2015	**Meeting Type:** Annual	**Ticker:** RYN	
Primary CUSIP: 754907103	**Primary ISIN:** US7549071030	**Primary SEDOL:** 2473138	**Proxy Level:** 3

	Shares Voted: 2,209	**Votable Shares:** 2,209	***Shares on Loan:** 0	**Shares Instructed:** 2,209
Total Ballots: 1	**Voting Policy:** UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard D. Kincaid	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director John A. Blumberg	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.3	Elect Director Dod A. Fraser	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Scott R. Jones	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.5	Elect Director Bernard Lanigan, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.6	Elect Director Blanche L. Lincoln	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.7	Elect Director V. Larkin Martin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.8	Elect Director David L. Nunes	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.9	Elect Director Andrew G. Wiltshire	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The majority of executive compensation is contingent upon pre-set objective performance measures and the newly recruited CEO's pay package does not raise significant concerns at this time. Shareholders should continue to monitor the company's pay program to ensure that pay levels and company performance are aligned in the year after the spin-off.						

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

Rayonier Inc.

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/05/2015	Auto-Approved	05/05/2015	2,209	2,209
						Total Shares:	**2,209**	**2,209**

SolarWinds, Inc.

Meeting Date: 05/14/2015 **Country:** USA **Primary Security ID:** 83416B109 **Meeting ID:** 962363
Record Date: 03/20/2015 **Meeting Type:** Annual **Ticker:** SWI

Primary CUSIP: 83416B109 **Primary ISIN:** US83416B1098 **Primary SEDOL:** B4MTR12 **Proxy Level:** 3

Shares Voted: 1,325 **Votable Shares:** 1,325 ***Shares on Loan:** 0 **Shares Instructed:** 1,325
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ellen F. Siminoff	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Lloyd G. Waterhouse	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has substantially increased the CEO's annual equity grant for the year in review, citing his low equity stake in the company relative to CEOs at peer companies as a rationale. The awards are not linked to any pre-set performance criteria, which raises serious concern. Further concerns are raised with respect to the structure of the company's annual incentive program, which allows for additional discretionary payouts of up to 50 percent of the company's incremental non-GAAP operating income.						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Score Card (EPSC), a vote AGAINST this proposal is warranted, due to the following key factors: Plan cost is excessive* The plan permits liberal recycling of shares* The plan allows broad discretion to accelerate vesting.*						

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

SolarWinds, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Adjourn Meeting	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this adjournment proposal is warranted given that Items 3 and 4 do not warrant support.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/02/2015	Auto-Approved	05/02/2015	1,325	1,325
						Total Shares:	**1,325**	**1,325**

The Dow Chemical Company

Meeting Date: 05/14/2015 **Country:** USA **Primary Security ID:** 260543103 **Meeting ID:** 958475
Record Date: 03/16/2015 **Meeting Type:** Annual **Ticker:** DOW

Primary CUSIP: 260543103 **Primary ISIN:** US2605431038 **Primary SEDOL:** 2278719 **Proxy Level:** 3

Shares Voted: 1,382 **Votable Shares:** 1,382 ***Shares on Loan:** 0 **Shares Instructed:** 1,382
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ajay Banga	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Jacqueline K. Barton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director James A. Bell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Richard K. Davis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Jeff M. Fettig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Andrew N. Liveris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Mark Loughridge	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

The Dow Chemical Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Raymond J. Milchovich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Robert S. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Paul Polman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Dennis H. Reilley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director James M. Ringler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1m	Elect Director Ruth G. Shaw	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance appear reasonably aligned at this time.						
4	Pro-rata Vesting of Equity Awards	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pro-rata vesting will aid in aligning the interests of executives and shareholders.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/05/2015	Auto-Approved	05/05/2015	1,210	1,210
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/05/2015	Auto-Approved	05/05/2015	172	172
						Total Shares:	**1,382**	**1,382**

The Mosaic Company

Meeting Date: 05/14/2015 **Country:** USA **Primary Security ID:** 61945C103 **Meeting ID:** 960783
Record Date: 03/18/2015 **Meeting Type:** Annual **Ticker:** MOS

Primary CUSIP: 61945C103 **Primary ISIN:** US61945C1036 **Primary SEDOL:** B3NPHP6 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

The Mosaic Company

Shares Voted: 1,030 **Votable Shares:** 1,030 ***Shares on Loan:** 0 **Shares Instructed:** 1,030

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nancy E. Cooper	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1b	Elect Director Gregory L. Ebel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Denise C. Johnson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1d	Elect Director Robert L. Lumpkins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1e	Elect Director William T. Monahan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1f	Elect Director James L. Popowich	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1g	Elect Director James T. Prokopanko	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1h	Elect Director Steven M. Seibert	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. CEO total pay remained elevated due to a special equity grant that is entirely performance-contingent. The company plans to increase the proportion of performance-conditioned equity awards to NEOs in fiscal 2015. However, concerns are raised by somewhat unclear disclosure for annual incentive goals and the increasing magnitude of CEO total pay during sustained TSR underperformance. Given the difficulty of assessing the rigor of goals tied to the special equity award, close monitoring of ongoing progress toward their achievement is warranted to ensure the goals were set at sufficiently challenging levels. Shareholders may expect CEO pay magnitude to normalize going forward.						

Ballot Details

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

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

The Mosaic Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/05/2015	Auto-Approved	05/05/2015	1,030	1,030
						Total Shares:	**1,030**	**1,030**

Virgin America Inc.

Meeting Date: 05/14/2015 **Country:** USA **Primary Security ID:** 92765X208 **Meeting ID:** 961213
Record Date: 03/20/2015 **Meeting Type:** Annual **Ticker:** VA

Primary CUSIP: 92765X208 **Primary ISIN:** US92765X2080 **Primary SEDOL:** BSJCHQ7 **Proxy Level:** 3

Shares Voted: 1,548 **Votable Shares:** 1,548 ***Shares on Loan:** 0 **Shares Instructed:** 1,548
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald J. Carty	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director C. David Cush	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1c	Elect Director Stacy J. Smith	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance appear to be 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 Management Say on Pay proposal is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/02/2015	Auto-Approved	05/02/2015	1,548	1,548
						Total Shares:	**1,548**	**1,548**

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

Virgin America Inc.

Wyndham Worldwide Corporation

Meeting Date: 05/14/2015 **Country:** USA **Primary Security ID:** 98310W108 **Meeting ID:** 962289
Record Date: 03/19/2015 **Meeting Type:** Annual **Ticker:** WYN

Primary CUSIP: 98310W108 **Primary ISIN:** US98310W1080 **Primary SEDOL:** B198391 **Proxy Level:** 3

Shares Voted: 70 **Votable Shares:** 70 ***Shares on Loan:** 0 **Shares Instructed:** 70
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen P. Holmes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.2	Elect Director Myra J. Biblowit	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.3	Elect Director James E. Buckman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.4	Elect Director George Herrera	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.						
1.5	Elect Director Brian Mulroney	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.6	Elect Director Pauline D.E. Richards	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.						
1.7	Elect Director Michael H. Wargotz	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. 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 some caution. Concerns are raised by relatively high bonus payout opportunities, the use of predominantly time-vested equity, and the inclusion of outsized peers in the company's peer group. However, recent CEO pay outcomes are substantiated by the company's strong performance and incentive performance targets that appear rigorous.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Wyndham Worldwide Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	04/29/2015	Auto-Approved	04/29/2015	70	70
						Total Shares:	**70**	**70**

Aetna Inc.

Meeting Date: 05/15/2015 **Country:** USA **Primary Security ID:** 00817Y108 **Meeting ID:** 962416
Record Date: 03/13/2015 **Meeting Type:** Annual **Ticker:** AET

Primary CUSIP: 00817Y108 **Primary ISIN:** US00817Y1082 **Primary SEDOL:** 2695921 **Proxy Level:** 3

Shares Voted: 857 **Votable Shares:** 857 ***Shares on Loan:** 0 **Shares Instructed:** 857
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Mark T. Bertolini	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Frank M. Clark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Betsy Z. Cohen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Molly J. Coye	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Roger N. Farah	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Barbara Hackman Franklin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Jeffrey E. Garten	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Ellen M. Hancock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Aetna Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Richard J. Harrington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Edward J. Ludwig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director Joseph P. Newhouse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1m	Elect Director Olympia J. Snowe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. After a review of the company's compensation program and practices, CEO pay appears reasonably aligned with peers and performance at this time.						
4A	Amend Policy to Disclose Payments to Tax-Exempt Organizations	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the company does not disclose the portion of payments made to tax-exempt organizations that are used for non-deductible political purposes.						
4B	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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/05/2015	Auto-Approved	05/05/2015	736	736
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/05/2015	Auto-Approved	05/05/2015	121	121
						Total Shares:	**857**	**857**

CBRE Group, Inc.

Meeting Date: 05/15/2015 **Country:** USA **Primary Security ID:** 12504L109 **Meeting ID:** 961110
Record Date: 03/20/2015 **Meeting Type:** Annual **Ticker:** CBG

Primary CUSIP: 12504L109 **Primary ISIN:** US12504L1098 **Primary SEDOL:** B6WVMH3 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

CBRE Group, Inc.

Shares Voted: 90 **Votable Shares:** 90 ***Shares on Loan:** 0 **Shares Instructed:** 90

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard C. Blum	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Brandon B. Boze	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the audit committee and non-audit fees exceed '25'% of the aggregate fees paid to the company's external auditor.						
1.3	Elect Director Curtis F. Feeny	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the audit committee and non-audit fees exceed '25'% of the aggregate fees paid to the company's external auditor.						
1.4	Elect Director Bradford M. Freeman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director Michael Kantor	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director Frederic V. Malek	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director Robert E. Sulentic	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.8	Elect Director Laura D. Tyson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the audit committee and non-audit fees exceed '25'% of the aggregate fees paid to the company's external auditor.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.9	Elect Director Gary L. Wilson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the audit committee and non-audit fees exceed '25'% of the aggregate fees paid to the company's external auditor.						
1.10	Elect Director Ray Wirta	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						

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

CBRE 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. While the company provides disclosure of goals under the annual plan, this is not the case under the long-term plan, where threshold, target and maximum levels for adjusted EPS are not disclosed. However, pay and performance are in alignment for the period under review.						
4	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/05/2015	Auto-Approved	05/05/2015	90	90
						Total Shares:	**90**	**90**

Newfield Exploration Company

Meeting Date: 05/15/2015 **Country:** USA **Primary Security ID:** 651290108 **Meeting ID:** 960186
Record Date: 03/16/2015 **Meeting Type:** Annual **Ticker:** NFX

Primary CUSIP: 651290108 **Primary ISIN:** US6512901082 **Primary SEDOL:** 2635079 **Proxy Level:** 3

Shares Voted: 470 **Votable Shares:** 470 ***Shares on Loan:** 0 **Shares Instructed:** 470
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee K. Boothby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Pamela J. Gardner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director John Randolph Kemp, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Steven W. Nance	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Thomas G. Ricks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Newfield Exploration Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Juanita M. Romans	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director John W. Schanck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director J. Terry Strange	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhousCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted as CEO pay has continued to increase during a period of long-term relative and absolute underperformance. The CEO's incentive award was paid at maximum, as the 40 percent subjective component was deemed achieved at maximum, and an individual performance factor (paid as a supplemental bonus) helped the incentive reach the maximum level. The "retesting" feature of the performance share program undermines the above median performance requirement set for target award payouts.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
5A	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction.						
5B	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction.						
6A	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 is reasonable.						
6B	Increase Authorized Preferred Stock	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company has not provided a sufficient rationale for the increase nor specifically stated that the shares may not be used for antitakeover purposes.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/05/2015	Auto-Approved	05/05/2015	260	260
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/05/2015	Auto-Approved	05/05/2015	210	210
						Total Shares:	**470**	**470**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

WEX Inc.

Meeting Date: 05/15/2015 **Country:** USA **Primary Security ID:** 96208T104 **Meeting ID:** 970293
Record Date: 03/17/2015 **Meeting Type:** Annual **Ticker:** WEX

Primary CUSIP: 96208T104 **Primary ISIN:** US96208T1043 **Primary SEDOL:** B8383P2 **Proxy Level:** 3

Shares Voted: 521 **Votable Shares:** 521 ***Shares on Loan:** 0 **Shares Instructed:** 521
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director George L. McTavish	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is 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 Regina O. Sommer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.						
1.3	Elect Director Jack VanWoerkom	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: The plan enables the company to preserve the financial benefits of the section 162(m) tax deduction; and* The committee administering the plan is composed entirely of independent directors.*						
4	Approve Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: The plan enables the company to preserve the financial benefits of the section 162(m) tax deduction; and The committee administering the plan is composed entirely of independent directors.						
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/05/2015	Auto-Approved	05/05/2015	521	521
						Total Shares:	**521**	**521**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Bank of the Ozarks, Inc.

Meeting Date: 05/18/2015 **Country:** USA **Primary Security ID:** 063904106 **Meeting ID:** 956793
Record Date: 03/13/2015 **Meeting Type:** Annual **Ticker:** OZRK

Primary CUSIP: 063904106 **Primary ISIN:** US0639041062 **Primary SEDOL:** 2085856 **Proxy Level:** 3

Shares Voted: 1,875 **Votable Shares:** 1,875 ***Shares on Loan:** 0 **Shares Instructed:** 1,875
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director George Gleason	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Dan Thomas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Nicholas Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Richard Cisne	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Robert East	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Catherine B. Freedberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Linda Gleason	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Peter Kenny	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director William Koefoed, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Henry Mariani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director Robert Proost	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.12	Elect Director R. L. Qualls	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Bank of the Ozarks, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director John Reynolds	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.14	Elect Director Tyler Vance	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.15	Elect Director Sherece West-Scantlebury	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.16	Elect Director Ross Whipple	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Amend Stock Option Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
3	Approve Non-Employee Director Restricted Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the shareholder value transfer and equity burn rate are reasonable.						
4	Ratify Crowe Horwath LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Following low support on last year's say-on-pay proposal, the company engaged with shareholders and modified its compensation program in response. Changes to CEO compensation are generally positive, although concerns remain and warrant further monitoring.						
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 Management Say on Pay proposal is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/08/2015	Auto-Approved	05/08/2015	1,875	1,875
						Total Shares:	**1,875**	**1,875**

Motorola Solutions, Inc.

Meeting Date: 05/18/2015 **Country:** USA **Primary Security ID:** 620076307 **Meeting ID:** 960030
Record Date: 03/20/2015 **Meeting Type:** Annual **Ticker:** MSI

Primary CUSIP: 620076307 **Primary ISIN:** US6200763075 **Primary SEDOL:** B5BKPQ4 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Motorola Solutions, Inc.

Shares Voted: 622 **Votable Shares:** 622 ***Shares on Loan:** 0 **Shares Instructed:** 622

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory Q. Brown	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1b	Elect Director Kenneth C. Dahlberg	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1c	Elect Director Michael V. Hayden	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1d	Elect Director Clayton M. Jones	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1e	Elect Director Judy C. Lewent	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1f	Elect Director Anne R. Pramaggiore	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1g	Elect Director Samuel C. Scott, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1h	Elect Director Bradley E. Singer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, with some caution. There are some concerns regarding the limited disclosure of the annual incentive payout determination and the rigor of the stock price appreciation vesting hurdles on equity awards. However, significantly lowered or forfeited cash award payouts are aligned with recent company performance. Additionally, the company considerably improved the performance-basis of its LTI awards for 2015. Close shareholder monitoring of the company's pay programs is warranted, to ensure reasonable pay levels and a strong alignment between pay and performance.						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card 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 relatively conservative; and The offer period is within the prescribed limits.						

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

Motorola Solutions, 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: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
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 information on the company's direct and indirect lobbying payments and oversight mechanisms would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/07/2015	Auto-Approved	05/07/2015	622	622
						Total Shares:	**622**	**622**

Cliffs Natural Resources Inc.

Meeting Date: 05/19/2015 **Country:** USA **Primary Security ID:** 18683K101 **Meeting ID:** 963367
Record Date: 03/23/2015 **Meeting Type:** Annual **Ticker:** CLF

Primary CUSIP: 18683K101 **Primary ISIN:** US18683K1016 **Primary SEDOL:** 2202707 **Proxy Level:** 3

Shares Voted: 1,349 **Votable Shares:** 1,349 ***Shares on Loan:** 0 **Shares Instructed:** 1,349
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John T. Baldwin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1b	Elect Director Robert P. Fisher, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1c	Elect Director C. Lourenco Goncalves	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1d	Elect Director Susan M. Green	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1e	Elect Director Joseph A. Rutkowski, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Cliffs Natural Resources Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director James S. Sawyer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1g	Elect Director Michael D. Siegal	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1h	Elect Director Gabriel Stoliar	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1i	Elect Director Douglas C. Taylor	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
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 granted to new CEO Goncalves is predominately performance based with fairly rigorous share price goals. In total, more than half of overall compensation to Goncalves is performance-based. While the former CEO received a sizable severance package, concerns about this payment are mitigated given that he was terminated as a result of last year's proxy contest.						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
4	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.						
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/08/2015	Auto-Approved	05/08/2015	1,150	1,150
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/08/2015	Auto-Approved	05/08/2015	199	199
						Total Shares:	**1,349**	**1,349**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Comfort Systems USA, Inc.

Meeting Date: 05/19/2015 **Country:** USA **Primary Security ID:** 199908104 **Meeting ID:** 962657
Record Date: 03/20/2015 **Meeting Type:** Annual **Ticker:** FIX

Primary CUSIP: 199908104 **Primary ISIN:** US1999081045 **Primary SEDOL:** 2036047 **Proxy Level:** 3

Shares Voted: 3,349 **Votable Shares:** 3,349 ***Shares on Loan:** 0 **Shares Instructed:** 3,349
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Darcy G. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Herman E. Bulls	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Alfred J. Giardinelli, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Alan P. Krusi	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.5	Elect Director Brian E. Lane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Franklin Myers	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.7	Elect Director James H. Schultz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Constance E. Skidmore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Vance W. Tang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Comfort Systems USA, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/06/2015	Auto-Approved	05/06/2015	3,349	3,349
						Total Shares:	**3,349**	**3,349**

JPMorgan Chase & Co.

Meeting Date: 05/19/2015 **Country:** USA **Primary Security ID:** 46625h100 **Meeting ID:** 964174
Record Date: 03/20/2015 **Meeting Type:** Annual **Ticker:** JPM

Primary CUSIP: 46625h100 **Primary ISIN:** US46625H1005 **Primary SEDOL:** 2190385 **Proxy Level:** 3

Shares Voted: 8,186 **Votable Shares:** 8,186 ***Shares on Loan:** 0 **Shares Instructed:** 8,186
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director James A. Bell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Crandall C. Bowles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Stephen B. Burke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director James S. Crown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director James Dimon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Laban P. Jackson, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Michael A. Neal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Lee R. Raymond	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director William C. Weldon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, in light of the significantly weakened performance basis of the CEO's pay due to the reintroduction of a discretionary cash bonus, without compelling rationale.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
5	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.						
6	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted for the following reasons: Shareholders should have greater transparency on lobbying activity and related expenditures in order to allow for informed judgments regarding the judicious use of corporate assets for lobbying efforts, and to enable a more complete assessment of the risks faced by the firm through its lobbying activities as well as any associated benefits;* Given the company's current level of disclosure on relevant policies and oversight mechanisms regarding its lobbying and lobbying-related activities, providing the additional disclosure requested by this proposal should not be unduly burdensome.*						
7	Amend Bylaws -- Call Special Meetings	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because a 10 percent threshold to call a special meeting is a more reasonable threshold for a company of this size and ownership structure than the current threshold. Adoption of this proposal would enhance shareholder rights by lowering the current threshold for shareholders to call a special meeting.						
8	Provide Vote Counting to Exclude Abstentions	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the company has adopted a consistent vote threshold for management and shareholder proposals, both of which count abstentions.						
9	Report on Certain Vesting Program	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because shareholders could benefit from additional information about the extent of a compensatory program of questionable benefit to investors.						
10	Disclosure of Recoupment Activity from Senior Officers	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted, as its adoption would provide shareholders with confirmation of whether the company's clawback policy has been used to hold senior executives accountable for significant financial or reputational harm caused by misconduct, or failure to properly monitor or oversee risks leading to misconduct, without putting the company at a competitive disadvantage or causing undue burden.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

JPMorgan Chase & Co.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/08/2015	Auto-Approved	05/08/2015	8,186	8,186
						Total Shares:	**8,186**	**8,186**

Juniper Networks, Inc.

Meeting Date: 05/19/2015 **Country:** USA **Primary Security ID:** 48203R104 **Meeting ID:** 963355
Record Date: 03/24/2015 **Meeting Type:** Annual **Ticker:** JNPR

Primary CUSIP: 48203R104 **Primary ISIN:** US48203R1041 **Primary SEDOL:** 2431846 **Proxy Level:** 3

Shares Voted: 280 **Votable Shares:** 280 ***Shares on Loan:** 0 **Shares Instructed:** 280
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert M. Calderoni	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Gary Daichendt	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Kevin DeNuccio	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director James Dolce	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Mercedes Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Scott Kriens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Rahul Merchant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Rami Rahim	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Pradeep Sindhu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Juniper Networks, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director William R. Stensrud	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Score Card (EPSC), a vote AGAINST this proposal is warranted, due to the following key factors: Plan cost is excessive* Three-year average burn rate is excessive* The plan allows broad discretion to accelerate vesting.*						
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: As pay and performance are reasonably aligned at this time, a vote FOR this proposal is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/06/2015	Auto-Approved	05/06/2015	280	280
						Total Shares:	**280**	**280**

Kate Spade & Company

Meeting Date: 05/19/2015 **Country:** USA **Primary Security ID:** 485865109 **Meeting ID:** 964814
Record Date: 03/25/2015 **Meeting Type:** Annual **Ticker:** KATE

Primary CUSIP: 485865109 **Primary ISIN:** US4858651098 **Primary SEDOL:** BJWG213 **Proxy Level:** 4

Shares Voted: 1,892 **Votable Shares:** 1,892 ***Shares on Loan:** 0 **Shares Instructed:** 1,892
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lawrence S. Benjamin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Raul J. Fernandez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Kate Spade & Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Kenneth B. Gilman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Nancy J. Karch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Kenneth P. Kopelman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Craig A. Leavitt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Deborah J. Lloyd	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Douglas Mack	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Jan Singer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Doreen A. Toben	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. A pay for performance disconnect has been identified, driven by outsized pay levels to both the new and departing CEOs. The new CEO received in excess of $25 million in total compensation, much of which is not rigorously performance-based. The outgoing CEO received $26.2 million, the bulk of which is attributable to the board's decision to approve the continued vesting of his outstanding equity despite his separation of service and with no clear benefit to shareholders.						
3	Approve Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because: The proposed amendment would enable the company to preserve the financial benefits of the Section 162(m) tax deduction; and The committee administering the plan consists entirely of independent outsiders.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
5	Amend Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this binding proposal is warranted as the ability to call special meetings at a 25 percent ownership threshold instead of the current 35 percent threshold would enhance shareholders' rights. However, a shareholder proposal on the ballot (Item 6) requests the provision of the right with a 10 percent threshold, which shareholders may view as more reasonable.						

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

Kate Spade & Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Amend Bylaws -- Call Special Meetings	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the right to call special meetings at a 10 percent threshold would further enhance shareholders' rights.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/08/2015	Auto-Approved	05/08/2015	1,892	1,892
						Total Shares:	**1,892**	**1,892**

Morgan Stanley

Meeting Date: 05/19/2015 **Country:** USA **Primary Security ID:** 617446448 **Meeting ID:** 961327
Record Date: 03/23/2015 **Meeting Type:** Annual **Ticker:** MS

Primary CUSIP: 617446448 **Primary ISIN:** US6174464486 **Primary SEDOL:** 2262314 **Proxy Level:** 3

Shares Voted: 3,267 **Votable Shares:** 3,267 ***Shares on Loan:** 0 **Shares Instructed:** 3,267
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Erskine B. Bowles	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director James P. Gorman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Robert H. Herz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Klaus Kleinfeld	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Jami Miscik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Morgan Stanley

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Donald T. Nicolaisen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Hutham S. Olayan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director James W. Owens	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Ryosuke Tamakoshi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Masaaki Tanaka	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1m	Elect Director Laura D. Tyson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1n	Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the period under review.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
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 information regarding Morgan Stanley's trade association participation and its lobbying expenditures would aid shareholders in assessing the company's comprehensive lobbying activities and management of related risks and benefits.						
6	Provide Vote Counting to Exclude Abstentions	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted; the company has adopted a consistent vote standard for management and shareholder proposals, both of which count abstentions.						

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

Morgan Stanley

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Report on Certain Vesting Program	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted, as shareholders could benefit from additional information about the extent of a compensatory program of questionable benefit to shareholders.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/06/2015	Auto-Approved	05/06/2015	3,267	3,267
						Total Shares:	**3,267**	**3,267**

Principal Financial Group, Inc.

Meeting Date: 05/19/2015 **Country:** USA **Primary Security ID:** 74251V102 **Meeting ID:** 964136
Record Date: 03/23/2015 **Meeting Type:** Annual **Ticker:** PFG

Primary CUSIP: 74251V102 **Primary ISIN:** US74251V1026 **Primary SEDOL:** 2803014 **Proxy Level:** 3

Shares Voted: 1,719 **Votable Shares:** 1,719 ***Shares on Loan:** 0 **Shares Instructed:** 1,719
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger C. Hochschild	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Daniel J. Houston	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Elizabeth E. Tallett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/06/2015	Auto-Approved	05/06/2015	1,719	1,719
						Total Shares:	**1,719**	**1,719**

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

Principal Financial Group, Inc.

Southwestern Energy Company

Meeting Date: 05/19/2015 **Country:** USA **Primary Security ID:** 845467109 **Meeting ID:** 962668
Record Date: 03/23/2015 **Meeting Type:** Annual **Ticker:** SWN

Primary CUSIP: 845467109 **Primary ISIN:** US8454671095 **Primary SEDOL:** 2828619 **Proxy Level:** 3

Shares Voted: 8,947 **Votable Shares:** 8,947 ***Shares on Loan:** 0 **Shares Instructed:** 8,947
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John D. Gass	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Catherine A. Kehr	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Greg D. Kerley	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director Vello A. Kuuskraa	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director Kenneth R. Mourton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director Steven L. Mueller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director Elliott Pew	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.8	Elect Director Terry W. Rathert	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.9	Elect Director Alan H. Stevens	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

Southwestern 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: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has not disclosed performance targets for either the short- or long-term incentive program. During a period of poor performance, the company increased both the number and values of stock options, restricted shares, and performance units granted to the CEO. Finally, the company's most recent performance units were earned at 141 percent of target during a period of negative shareholder returns.						
4	Amend Bylaws-- Call Special Meetings	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as decreasing the threshold required for shareholders to call a special meeting to 10 percent would enhance the rights of shareholders.						
5	Proxy Access	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as adoption of proxy access will enhance shareholder rights and this proposal includes appropriate safeguards.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	05/06/2015	Auto-Approved	05/06/2015	8,800	8,800
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/06/2015	Auto-Approved	05/06/2015	147	147
						Total Shares:	**8,947**	**8,947**

The Gap, Inc.

Meeting Date: 05/19/2015 **Country:** USA **Primary Security ID:** 364760108 **Meeting ID:** 963379
Record Date: 03/23/2015 **Meeting Type:** Annual **Ticker:** GPS

Primary CUSIP: 364760108 **Primary ISIN:** US3647601083 **Primary SEDOL:** 2360326 **Proxy Level:** 3

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Domenico De Sole	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Robert J. Fisher	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

The Gap, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director William S. Fisher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Isabella D. Goren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Bob L. Martin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Jorge P. Montoya	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Arthur Peck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Mayo A. Shattuck, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Katherine Tsang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Padmasree Warrior	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted. Both the short-term and long-term incentive plans were tied to financial performance. As 2014 performance did not meet targeted goals, the short-term plan was paid at 24 percent of target and long-term performance plan shares related to 2014 performance were not earned.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/06/2015	Auto-Approved	05/06/2015	100	100
						Total Shares:	**100**	**100**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

CME Group Inc.

Meeting Date: 05/20/2015 **Country:** USA **Primary Security ID:** 12572Q105 **Meeting ID:** 964816
Record Date: 03/24/2015 **Meeting Type:** Annual **Ticker:** CME

Primary CUSIP: 12572Q105 **Primary ISIN:** US12572Q1058 **Primary SEDOL:** 2965839 **Proxy Level:** 3

Shares Voted: 307 **Votable Shares:** 307 ***Shares on Loan:** 0 **Shares Instructed:** 307
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1b	Elect Director Phupinder S. Gill	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1c	Elect Director Timothy S. Bitsberger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1d	Elect Director Charles P. Carey	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1e	Elect Director Dennis H. Chookaszian	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1f	Elect Director Ana Dutra	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1g	Elect Director Martin J. Gepsman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1h	Elect Director Larry G. Gerdes	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1i	Elect Director Daniel R. Glickman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1j	Elect Director J. Dennis Hastert	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1k	Elect Director Leo Melamed	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1l	Elect Director William P. Miller, II	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

CME Group Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director James E. Oliff	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1n	Elect Director Edemir Pinto	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1o	Elect Director Alex J. Pollock	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1p	Elect Director John F. Sandner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1q	Elect Director Terry L. Savage	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1r	Elect Director William R. Shepard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1s	Elect Director Dennis A. Suskind	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
2	Ratify Ernst & Young as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.						
4	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company has not made a compelling argument for restricting shareholders' litigation rights.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/08/2015	Auto-Approved	05/08/2015	240	240
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/08/2015	Auto-Approved	05/08/2015	67	67
						Total Shares:	**307**	**307**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

First Solar, Inc.

Meeting Date: 05/20/2015 **Country:** USA **Primary Security ID:** 336433107 **Meeting ID:** 964062
Record Date: 03/31/2015 **Meeting Type:** Annual **Ticker:** FSLR

Primary CUSIP: 336433107 **Primary ISIN:** US3364331070 **Primary SEDOL:** B1HMF22 **Proxy Level:** 3

Shares Voted: 130 **Votable Shares:** 130 ***Shares on Loan:** 0 **Shares Instructed:** 130
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Ahearn	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Sharon L. Allen	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Richard D. Chapman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director George A. ('Chip') Hambro	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director James A. Hughes	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director Craig Kennedy	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director James F. Nolan	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.8	Elect Director William J. Post	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.9	Elect Director J. Thomas Presby	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.Votes AGAINST the three members of the nominating and governance committee J. Thomas Presby, Paul H. Stebbins, and Michael Sweeney are warranted due to the board's insufficient response to a majority-supported shareholder proposal calling for a majority vote standard in uncontested director elections.						
1.10	Elect Director Paul H. Stebbins	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.Votes AGAINST the three members of the nominating and governance committee J. Thomas Presby, Paul H. Stebbins, and Michael Sweeney are warranted due to the board's insufficient response to a majority-supported shareholder proposal calling for a majority vote standard in uncontested director elections.						

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

First Solar, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Michael T. Sweeney	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.Votes AGAINST the three members of the nominating and governance committee J. Thomas Presby, Paul H. Stebbins, and Michael Sweeney are warranted due to the board's insufficient response to a majority-supported shareholder proposal calling for a majority vote standard in uncontested director elections.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/08/2015	Auto-Approved	05/08/2015	130	130
						Total Shares:	**130**	**130**

GrubHub Inc.

Meeting Date: 05/20/2015 **Country:** USA **Primary Security ID:** 400110102 **Meeting ID:** 965421
Record Date: 03/31/2015 **Meeting Type:** Annual **Ticker:** GRUB

Primary CUSIP: 400110102 **Primary ISIN:** US4001101025 **Primary SEDOL:** BKY7XF2 **Proxy Level:** 3

Shares Voted: 1,490 **Votable Shares:** 1,490 ***Shares on Loan:** 0 **Shares Instructed:** 1,490
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. William Gurley	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Matthew Maloney	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Brian McAndrews	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify Crowe Horwath LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

GrubHub Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/06/2015	Auto-Approved	05/06/2015	1,490	1,490
						Total Shares:	**1,490**	**1,490**

Mondelez International, Inc.

Meeting Date: 05/20/2015 **Country:** USA **Primary Security ID:** 609207105 **Meeting ID:** 958218
Record Date: 03/11/2015 **Meeting Type:** Annual **Ticker:** MDLZ

Primary CUSIP: 609207105 **Primary ISIN:** US6092071058 **Primary SEDOL:** B8CKK03 **Proxy Level:** 3

Shares Voted: 1,190 **Votable Shares:** 1,190 ***Shares on Loan:** 0 **Shares Instructed:** 1,190
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen F. Bollenbach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Lewis W.K. Booth	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Lois D. Juliber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Mark D. Ketchum	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Jorge S. Mesquita	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Joseph Neubauer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Nelson Peltz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						

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

Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Fredric G. Reynolds	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Irene B. Rosenfeld	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Patrick T. Siewert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Ruth J. Simmons	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director Jean-François M. L. van Boxmeer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this proposal is warranted. After a review of the company's compensation program and practices, CEO pay appears reasonably aligned with performance at this time.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Assess Environmental Impact of Non-Recyclable Packaging	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because shareholders would benefit from additional information regarding the company's current packaging reduction and recycling efforts.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/08/2015	Auto-Approved	05/08/2015	1,190	1,190
						Total Shares:	**1,190**	**1,190**

NVIDIA Corporation

Meeting Date: 05/20/2015 **Country:** USA **Primary Security ID:** 67066G104 **Meeting ID:** 964661
Record Date: 03/24/2015 **Meeting Type:** Annual **Ticker:** NVDA

Primary CUSIP: 67066G104 **Primary ISIN:** US67066G1040 **Primary SEDOL:** 2379504 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

NVIDIA Corporation

Shares Voted: 990 **Votable Shares:** 990 ***Shares on Loan:** 0 **Shares Instructed:** 990

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Tench Coxe	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Persis S. Drell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director James C. Gaither	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Jen-Hsun Huang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Dawn Hudson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Harvey C. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Michael G. McCaffery	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director William J. Miller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Mark L. Perry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director A. Brooke Seawell	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1l	Elect Director Mark A. Stevens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns are identified and pay is reasonably aligned with performance at this time.						

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

NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/06/2015	Auto-Approved	05/06/2015	990	990
						Total Shares:	**990**	**990**

Proto Labs, Inc.

Meeting Date: 05/20/2015 **Country:** USA **Primary Security ID:** 743713109 **Meeting ID:** 963406
Record Date: 03/25/2015 **Meeting Type:** Annual **Ticker:** PRLB

Primary CUSIP: 743713109 **Primary ISIN:** US7437131094 **Primary SEDOL:** B6T6J81 **Proxy Level:** 3

Shares Voted: 893 **Votable Shares:** 893 ***Shares on Loan:** 0 **Shares Instructed:** 893
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lawrence J. Lukis	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Victoria M. Holt	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Rainer Gawlick	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director John B. Goodman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director Douglas W. Kohrs	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director Brian K. Smith	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

Proto Labs, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Sven A. Wehrwein	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						
4	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because a majority vote standard would give shareholders a meaningful voice in the election of directors.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/06/2015	Auto-Approved	05/06/2015	893	893
						Total Shares:	**893**	**893**

RSP Permian, Inc.

Meeting Date: 05/20/2015 **Country:** USA **Primary Security ID:** 74978Q105 **Meeting ID:** 968459
Record Date: 04/06/2015 **Meeting Type:** Annual **Ticker:** RSPP

Primary CUSIP: 74978Q105 **Primary ISIN:** US74978Q1058 **Primary SEDOL:** BJ0JSM7 **Proxy Level:** 1

Shares Voted: 2,279 **Votable Shares:** 2,279 ***Shares on Loan:** 0 **Shares Instructed:** 2,279
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ted Collins, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Kenneth V. Huseman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.						
1.3	Elect Director Michael W. Wallace	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.						

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

RSP Permian, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/12/2015	Auto-Approved	05/12/2015	2,279	2,279
						Total Shares:	**2,279**	**2,279**

State Street Corporation

Meeting Date: 05/20/2015 **Country:** USA **Primary Security ID:** 857477103 **Meeting ID:** 962701
Record Date: 03/13/2015 **Meeting Type:** Annual **Ticker:** STT

Primary CUSIP: 857477103 **Primary ISIN:** US8574771031 **Primary SEDOL:** 2842040 **Proxy Level:** 3

Shares Voted: 2,998 **Votable Shares:** 2,998 ***Shares on Loan:** 0 **Shares Instructed:** 2,998
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose E. Almeida	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Kennett F. Burnes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Patrick de Saint-Aignan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Amelia C. Fawcett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director William C. Freda	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Linda A. Hill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Joseph L. Hooley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

State Street Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Robert S. Kaplan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Richard P. Sergel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Ronald L. Skates	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1k	Elect Director Gregory L. Summe	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1l	Elect Director Thomas J. Wilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. While the short-term incentive remains highly discretionary, the company modified long-term equity awards to have a three year performance period. Overall, executive pay and company performance are reasonably aligned at this time.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/08/2015	Auto-Approved	05/08/2015	2,998	2,998
						Total Shares:	**2,998**	**2,998**

Team Health Holdings, Inc.

Meeting Date: 05/20/2015 **Country:** USA **Primary Security ID:** 87817A107 **Meeting ID:** 965471
Record Date: 03/25/2015 **Meeting Type:** Annual **Ticker:** TMH

Primary CUSIP: 87817A107 **Primary ISIN:** US87817A1079 **Primary SEDOL:** B51NDL4 **Proxy Level:** 1

Shares Voted: 911 **Votable Shares:** 911 ***Shares on Loan:** 0 **Shares Instructed:** 911
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn A. Davenport	Mgmt	Yes	For	Against	Against	Against

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

Team Health Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.A vote AGAINST members of the Compensation Committee Glenn A. Davenport and Vicky B. Gregg for entering into a new change-in-control agreement with a "modified single-trigger" provision, which would allow an executive to elect to voluntarily terminate his employment and still receive change-in-control payments over a certain period of time.						
1.2	Elect Director Vicky B. Gregg	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.A vote AGAINST members of the Compensation Committee Glenn A. Davenport and Vicky B. Gregg for entering into a new change-in-control agreement with a "modified single-trigger" provision, which would allow an executive to elect to voluntarily terminate his employment and still receive change-in-control payments over a certain period of time.						
1.3	Elect Director Neil M. Kurtz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/08/2015	Auto-Approved	05/08/2015	911	911
						Total Shares:	**911**	**911**

The Hartford Financial Services Group, Inc.

Meeting Date: 05/20/2015 **Country:** USA **Primary Security ID:** 416515104 **Meeting ID:** 964149
Record Date: 03/23/2015 **Meeting Type:** Annual **Ticker:** HIG

Primary CUSIP: 416515104 **Primary ISIN:** US4165151048 **Primary SEDOL:** 2476193 **Proxy Level:** 3

Shares Voted: 1,769 **Votable Shares:** 1,769 ***Shares on Loan:** 0 **Shares Instructed:** 1,769
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert B. Allardice, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Trevor Fetter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Kathryn A. Mikells	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

The Hartford Financial Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Michael G. Morris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Thomas A. Renyi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Julie G. Richardson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Teresa W. Roseborough	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Virginia P. Ruesterholz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Charles B. Strauss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Christopher J. Swift	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director H. Patrick Swygert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/06/2015	Auto-Approved	05/06/2015	1,769	1,769
						Total Shares:	**1,769**	**1,769**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Xcel Energy Inc.

Meeting Date: 05/20/2015 **Country:** USA **Primary Security ID:** 98389B100 **Meeting ID:** 962663
Record Date: 03/24/2015 **Meeting Type:** Annual **Ticker:** XEL

Primary CUSIP: 98389B100 **Primary ISIN:** US98389B1008 **Primary SEDOL:** 2614807 **Proxy Level:** 3

Shares Voted: 10,648 **Votable Shares:** 10,648 ***Shares on Loan:** 0 **Shares Instructed:** 10,648
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gail K. Boudreaux	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Richard K. Davis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Ben Fowke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Albert F. Moreno	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Richard T. O'Brien	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Christopher J. Policinski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director A. Patricia Sampson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director James J. Sheppard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director David A. Westerlund	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Kim Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Timothy V. Wolf	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Xcel Energy Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay has declined after a sizable equity grant awarded in FY13, while the company reported strong financial and TSR performance for the year in review. A substantial portion of executive pay is performance based, incentive plans have appropriate goal rigor, and a balanced use of metrics are utilized.						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/06/2015	Auto-Approved	05/06/2015	10,648	10,648
						Total Shares:	**10,648**	**10,648**

Xerox Corporation

Meeting Date: 05/20/2015 **Country:** USA **Primary Security ID:** 984121103 **Meeting ID:** 962607
Record Date: 03/23/2015 **Meeting Type:** Annual **Ticker:** XRX

Primary CUSIP: 984121103 **Primary ISIN:** US9841211033 **Primary SEDOL:** 2985202 **Proxy Level:** 3

Shares Voted: 1,371 **Votable Shares:** 1,371 ***Shares on Loan:** 0 **Shares Instructed:** 1,371
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ursula M. Burns	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Richard J. Harrington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director William Curt Hunter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Xerox Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Robert J. Keegan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Charles Prince	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Ann N. Reese	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.7	Elect Director Stephen H. Rusckowski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Sara Martinez Tucker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Mary Agnes Wilderotter	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The CEO's equity compensation shows a marked increase for the year, but this is because 2013 equity awards were granted during fiscal 2014. Otherwise, pay and performance are reasonably aligned at this time. Therefore, a vote FOR this proposal is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/06/2015	Auto-Approved	05/06/2015	1,371	1,371
						Total Shares:	**1,371**	**1,371**

Acadia Healthcare Company, Inc.

Meeting Date: 05/21/2015 **Country:** USA **Primary Security ID:** 00404A109 **Meeting ID:** 964606
Record Date: 03/27/2015 **Meeting Type:** Annual **Ticker:** ACHC

Primary CUSIP: 00404A109 **Primary ISIN:** US00404A1097 **Primary SEDOL:** B65VZ37 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Acadia Healthcare Company, Inc.

Shares Voted: 947 **Votable Shares:** 947 ***Shares on Loan:** 0 **Shares Instructed:** 947

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director E. Perot Bissell	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Hartley R. Rogers	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee attended less than 75% of the board and committee meetings that they were scheduled to attend during the previous fiscal year without a valid excuse (e.g. illness, work on behalf of the company, service to the nation).The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Concerns of a pay-performance misalignment are sufficiently mitigated at this time. Specifically, the majority of short-term incentives are performance-based and goals set under the company's short-term incentive plan appear challenging. Additionally, the company has significantly outperformed peers on a one- and three-year basis. However, there are elements in the company's pay program that warrant continued shareholder monitoring, discussed in greater detail below.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/08/2015	Auto-Approved	05/08/2015	947	947
						Total Shares:	**947**	**947**

CBOE Holdings, Inc.

Meeting Date: 05/21/2015 **Country:** USA **Primary Security ID:** 12503M108 **Meeting ID:** 961099
Record Date: 03/24/2015 **Meeting Type:** Annual **Ticker:** CBOE

Primary CUSIP: 12503M108 **Primary ISIN:** US12503M1080 **Primary SEDOL:** B5834C5 **Proxy Level:** 3

Shares Voted: 386 **Votable Shares:** 386 ***Shares on Loan:** 0 **Shares Instructed:** 386

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

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

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

CBOE Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director James R. Boris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Frank E. English, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Edward J. Fitzpatrick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Janet P. Froetscher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Jill R. Goodman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director R. Eden Martin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Roderick A. Palmore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Susan M. Phillips	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Samuel K. Skinner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.11	Elect Director Carole E. Stone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.12	Elect Director Eugene S. Sunshine	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.13	Elect Director Edward T. Tilly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: 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: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

CBOE Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Remove the Size Range for the Board	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because it would give the board exclusive ability to alter the size of the board without shareholder approval. This ability could facilitate board entrenchment and preclude dissident shareholders from submitting director nominees.						
5	Amend Certificate of Incorporation to Make Non-Substantive Changes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted as the proposed amendments to the certificate of incorporation is housekeeping in nature and neutral to shareholders.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/14/2015	Auto-Approved	05/14/2015	293	293
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/14/2015	Auto-Approved	05/14/2015	93	93
						Total Shares:	**386**	**386**

Intel Corporation

Meeting Date: 05/21/2015 **Country:** USA **Primary Security ID:** 458140100 **Meeting ID:** 961674
Record Date: 03/23/2015 **Meeting Type:** Annual **Ticker:** INTC

Primary CUSIP: 458140100 **Primary ISIN:** US4581401001 **Primary SEDOL:** 2463247 **Proxy Level:** 3

Shares Voted: 15,641 **Votable Shares:** 15,641 ***Shares on Loan:** 0 **Shares Instructed:** 15,641
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charlene Barshefsky	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Aneel Bhusri	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Andy D. Bryant	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Susan L. Decker	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						

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

Intel Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director John J. Donahoe	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee attended less than 75% of the board and committee meetings that they were scheduled to attend during the previous fiscal year without a valid excuse (e.g. illness, work on behalf of the company, service to the nation).The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Reed E. Hundt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Brian M. Krzanich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director James D. Plummer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director David S. Pottruck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Frank D. Yeary	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director David B. Yoffie	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: As pay and performance are reasonably aligned, a vote FOR this proposal is warranted.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card 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.						
6	Adopt Holy Land Principles	SH	Yes	Against	Against	Abstain	Abstain
	Voting Policy Rationale: ABSTAIN on this proposal.						
7	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.						

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

Intel Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Provide Vote Counting to Exclude Abstentions	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST the proposal is warranted; the company has adopted a consistent vote threshold for management and shareholder proposals, both of which count abstentions.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/12/2015	Auto-Approved	05/12/2015	15,641	15,641
						Total Shares:	**15,641**	**15,641**

KeyCorp

Meeting Date: 05/21/2015 **Country:** USA **Primary Security ID:** 493267108 **Meeting ID:** 963410
Record Date: 03/23/2015 **Meeting Type:** Annual **Ticker:** KEY

Primary CUSIP: 493267108 **Primary ISIN:** US4932671088 **Primary SEDOL:** 2490911 **Proxy Level:** 3

Shares Voted: 1,843 **Votable Shares:** 1,843 ***Shares on Loan:** 0 **Shares Instructed:** 1,843
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce D. Broussard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Joseph A. Carrabba	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Charles P. Cooley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director Alexander M. Cutler	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.5	Elect Director H. James Dallas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Elizabeth R. Gile	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Ruth Ann M. Gillis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

KeyCorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director William G. Gisel, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Richard J. Hipple	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.10	Elect Director Kristen L. Manos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director Beth E. Mooney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.12	Elect Director Demos Parneros	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.13	Elect Director Barbara R. Snyder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.14	Elect Director David K. Wilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.						
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/08/2015	Auto-Approved	05/08/2015	1,843	1,843
						Total Shares:	**1,843**	**1,843**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Old Dominion Freight Line, Inc.

Meeting Date: 05/21/2015 **Country:** USA **Primary Security ID:** 679580100 **Meeting ID:** 967974
Record Date: 03/13/2015 **Meeting Type:** Annual **Ticker:** ODFL

Primary CUSIP: 679580100 **Primary ISIN:** US6795801009 **Primary SEDOL:** 2656423 **Proxy Level:** 3

Shares Voted: 997 **Votable Shares:** 997 ***Shares on Loan:** 0 **Shares Instructed:** 997
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Earl E. Congdon	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director David S. Congdon	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director J. Paul Breitbach	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director John R. Congdon, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director Robert G. Culp, III	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.6	Elect Director John D. Kasarda	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director Leo H. Suggs	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.8	Elect Director D. Michael Wray	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned at this time.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

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

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

Old Dominion Freight Line, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/12/2015	Auto-Approved	05/12/2015	997	997
						Total Shares:	**997**	**997**

PGT, Inc.

Meeting Date: 05/21/2015 **Country:** USA **Primary Security ID:** 69336V101 **Meeting ID:** 971994
Record Date: 04/20/2015 **Meeting Type:** Annual **Ticker:** PGTI

Primary CUSIP: 69336V101 **Primary ISIN:** US69336V1017 **Primary SEDOL:** B17V2N9 **Proxy Level:** 3

Shares Voted: 5,744 **Votable Shares:** 5,744 ***Shares on Loan:** 0 **Shares Instructed:** 5,744
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Floyd F. Sherman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Rodney Hershberger	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.WITHHOLD votes are also warranted for non-independent director nominee Rodney Hershberger due to the company's lack of a formal nominating committee.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/08/2015	Auto-Approved	05/08/2015	5,744	5,744
						Total Shares:	**5,744**	**5,744**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

REPLIGEN CORPORATION

Meeting Date: 05/21/2015 **Country:** USA **Primary Security ID:** 759916109 **Meeting ID:** 968683
Record Date: 04/07/2015 **Meeting Type:** Annual **Ticker:** RGEN

Primary CUSIP: 759916109 **Primary ISIN:** US7599161095 **Primary SEDOL:** 2731654 **Proxy Level:** 3

Shares Voted: 1,543 **Votable Shares:** 1,543 ***Shares on Loan:** 0 **Shares Instructed:** 1,543
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicolas M. Barthelemy	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Glenn L. Cooper	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director John G. Cox	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director Karen A. Dawes	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director Alfred L. Goldberg	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director Thomas F. Ryan, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director Tony J. Hunt	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/12/2015	Auto-Approved	05/12/2015	1,543	1,543
						Total Shares:	**1,543**	**1,543**

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

REPLIGEN CORPORATION

Skechers U.S.A., Inc.

Meeting Date: 05/21/2015 **Country:** USA **Primary Security ID:** 830566105 **Meeting ID:** 972337
Record Date: 03/31/2015 **Meeting Type:** Annual **Ticker:** SKX

Primary CUSIP: 830566105 **Primary ISIN:** US8305661055 **Primary SEDOL:** 2428042 **Proxy Level:** 2

Shares Voted: 1,047 **Votable Shares:** 1,047 ***Shares on Loan:** 0 **Shares Instructed:** 1,047
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Greenberg	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Morton Erlich	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.WITHHOLD votes are warranted for Compensation and Nominating Committee member Morton Erlich, due to the provision of a $10.9 million time-vesting restricted stock award to company president Michael Greenberg, which is not in keeping with a pay-for-performance philosophy, and for lack of diversity on the board.						
1.3	Elect Director Thomas Walsh	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Report on Plans to Increase Board Diversity	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because the company's board nomination criteria do not specifically ensure the consideration of women or minorities as a diversity characteristic for potential board nominees.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/12/2015	Auto-Approved	05/12/2015	1,047	1,047
						Total Shares:	**1,047**	**1,047**

The Goldman Sachs Group, Inc.

Meeting Date: 05/21/2015 **Country:** USA **Primary Security ID:** 38141G104 **Meeting ID:** 965715
Record Date: 03/23/2015 **Meeting Type:** Annual **Ticker:** GS

Primary CUSIP: 38141G104 **Primary ISIN:** US38141G1040 **Primary SEDOL:** 2407966 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

The Goldman Sachs Group, Inc.

Shares Voted: 942 **Votable Shares:** 942 ***Shares on Loan:** 0 **Shares Instructed:** 942

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd C. Blankfein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director M. Michele Burns	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Gary D. Cohn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Mark Flaherty	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director William W. George	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director James A. Johnson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Lakshmi N. Mittal	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Adebayo O. Ogunlesi	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Peter Oppenheimer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Debora L. Spar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Mark E. Tucker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director David A. Viniar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1m	Elect Director Mark O. Winkelman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

The Goldman Sachs 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 the proposal is warranted. Shareholders could benefit from more explicit connection between annual payments/awards and specific performance goals; and the cash LTIP plan remains somewhat concerning given that substantial notional awards are not reported as part of "total pay" for the award year, and may grow exponentially during their 8-year performance periods. However, reported pay and past performance appear reasonably aligned as of 2014, and the company has continued to add constraints to these awards, based on shareholder feedback, that help preclude the possibility of excessive payouts driven by less than exceptional performance, and has also continued to introduce pay elements tied to specific metrics and goals.						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Score Card (EPSC), a vote AGAINST this proposal is warranted, due to the following key factor(s): Plan cost is excessive* Three-year average burn rate is excessive* Estimated duration of available and proposed shares exceeds five years* The plan permits liberal recycling of shares* The plan allows broad discretion to accelerate vesting.*						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
5	Provide Vote Counting to Exclude Abstentions	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this item is warranted because the company has adopted a consistent vote threshold for management and shareholder proposals, both of which count abstentions.						
6	Report on Certain Vesting Program	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because shareholders could benefit from additional information about the extent of a compensatory program of questionable benefit to investors.						
7	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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/12/2015	Auto-Approved	05/12/2015	917	917
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/12/2015	Auto-Approved	05/12/2015	25	25
						Total Shares:	**942**	**942**

TRINET GROUP, INC.

Meeting Date: 05/21/2015 **Country:** USA **Primary Security ID:** 896288107 **Meeting ID:** 962131
Record Date: 03/24/2015 **Meeting Type:** Annual **Ticker:** TNET

Primary CUSIP: 896288107 **Primary ISIN:** US8962881079 **Primary SEDOL:** 2693914 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

TRINET GROUP, INC.

Shares Voted: 1,014 **Votable Shares:** 1,014 ***Shares on Loan:** 0 **Shares Instructed:** 1,014

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director H. Raymond Bingham	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Katherine August-deWilde	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Kenneth Goldman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	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 found in reviewing the company's executive compensation practices 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 Management Say on Pay proposal is warranted.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/09/2015	Auto-Approved	05/09/2015	1,014	1,014
						Total Shares:	**1,014**	**1,014**

WPX Energy, Inc.

Meeting Date: 05/21/2015 **Country:** USA **Primary Security ID:** 98212B103 **Meeting ID:** 960246
Record Date: 03/30/2015 **Meeting Type:** Annual **Ticker:** WPX

Primary CUSIP: 98212B103 **Primary ISIN:** US98212B1035 **Primary SEDOL:** B40PCD9 **Proxy Level:** 3

Shares Voted: 1,770 **Votable Shares:** 1,770 ***Shares on Loan:** 0 **Shares Instructed:** 1,770

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William R. Granberry	Mgmt	Yes	For	For	Against	Against

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

WPX Energy, 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 after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Kelt Kindick	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Kimberly S. Lubel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director David F. Work	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
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 CEO received a $10.3 million one-time inducement award granted in connection with his hiring. The award was intended to replace time-based equity forfeited upon his departure from his former employer. This replacement award is 60 percent performance-based and requires sustained share price performance to vest, thereby strengthening its link to company performance. The award is also double-triggered upon a CIC, and the performance-based portion is subject to a two year time vesting provision. However, the lack of disclosure regarding the short-term incentive goals is concerning, particularly in light of the company's sustained underperformance.						
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	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card 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: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
6	Report on the Result of Efforts to Minimize Hydraulic Fracturing Impacts	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as disclosure of additional information, including quantitative performance indicators regarding hydraulic fracturing management, would allow shareholders to better assess how the company is managing potential risks and liabilities.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/12/2015	Auto-Approved	05/12/2015	1,770	1,770
						Total Shares:	**1,770**	**1,770**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Cerner Corporation

Meeting Date: 05/22/2015 **Country:** USA **Primary Security ID:** 156782104 **Meeting ID:** 966403
Record Date: 03/25/2015 **Meeting Type:** Annual **Ticker:** CERN

Primary CUSIP: 156782104 **Primary ISIN:** US1567821046 **Primary SEDOL:** 2185284 **Proxy Level:** 3

Shares Voted: 5,650 **Votable Shares:** 5,650 ***Shares on Loan:** 0 **Shares Instructed:** 5,650
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mitchell E. Daniels, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1b	Elect Director Clifford W. Illig	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1c	Elect Director William B. Neaves	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. After a review of the company's compensation program and practices, CEO pay appears reasonably aligned with performance at this time.						
4	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction.						
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	05/12/2015	Auto-Approved	05/12/2015	5,650	5,650
						Total Shares:	**5,650**	**5,650**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Chesapeake Energy Corporation

Meeting Date: 05/22/2015 **Country:** USA **Primary Security ID:** 165167107 **Meeting ID:** 965726
Record Date: 03/23/2015 **Meeting Type:** Annual **Ticker:** CHK

Primary CUSIP: 165167107 **Primary ISIN:** US1651671075 **Primary SEDOL:** 2182779 **Proxy Level:** 3

Shares Voted: 248 **Votable Shares:** 248 ***Shares on Loan:** 0 **Shares Instructed:** 248
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Archie W. Dunham	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1b	Elect Director Vincent J. Intrieri	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Robert D. Lawler	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1d	Elect Director John J. Lipinski	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director R. Brad Martin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Merrill A. 'Pete' Miller, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Frederic M. Poses	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1h	Elect Director Kimberly K. Querrey	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1i	Elect Director Louis A. Raspino	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Thomas L. Ryan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						

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

Chesapeake Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Pay for performance misalignment concerns were mitigated by several factors. The CEO's pay decreased from 2013, when he was granted a new hire package. In addition the company's financial performance has been strong. Shareholders should continue to monitor incentive plans to ensure that pay is aligned with shareholder returns and the company sets challenging goals.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Require Director Nominee with Environmental Experience	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because: The proposal affords the board sufficient flexibility to determine the qualifications for environmental expertise, and does not appear to fetter the board's ability to consider, on an ongoing basis, director candidates with relevant environmental and industry expertise, among other core competencies, that could complement the expertise and mix of skill sets and currently on the board; and While a current director candidate that appears to have some background in environmental, health, and safety has been submitted for a shareholder vote, the company has operations that expose it to continuing environmental risks and the nomination of a director with environmental expertise would complement and enhance the board's capacity in this area.						
5	Report on Capital Expenditure Strategy with Respect to Climate Change Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information about the impact that climate change regulations and a subsequent reduced demand for oil might have on the company and its operations, and the actions that the company is taking to mitigate these risks.						
6	Report on Political Contributions	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as the company could provide additional information on its political expenditures, trade association memberships and payments, and related management level oversight mechanisms.						
7	Establish Risk Oversight Committee	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons: While the proposal's request to create a separate risk management committee could be viewed as duplicative or prescriptive, the consignment of the board's risk oversight function to a committee specifically chartered with the responsibility to steward the risks faced by the company is likely to benefit shareholders.* In an operating environment where the management of risks to corporations is of ever-increasing importance, the establishment of a formal board-level committee dedicated to risk management oversight should serve to enhance existing risk oversight mechanisms, and focus the board's attention on the imperative to effectively guard against and manage enterprise-wide risks over the long-term.* Moreover, given that the company has a risk oversight function that is shared among multiple committees, a move to embody the board's risk management mandate in a dedicated committee should not prove to be prohibitively costly or unduly burdensome.*						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/12/2015	Auto-Approved	05/12/2015	248	248
						Total Shares:	**248**	**248**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Weyerhaeuser Company

Meeting Date: 05/22/2015 **Country:** USA **Primary Security ID:** 962166104 **Meeting ID:** 961200
Record Date: 03/27/2015 **Meeting Type:** Annual **Ticker:** WY

Primary CUSIP: 962166104 **Primary ISIN:** US9621661043 **Primary SEDOL:** 2958936 **Proxy Level:** 3

Shares Voted: 2,343 **Votable Shares:** 2,343 ***Shares on Loan:** 0 **Shares Instructed:** 2,343
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David P. Bozeman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Debra A. Cafaro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Mark A. Emmert	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director John I. Kieckhefer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Wayne W. Murdy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Nicole W. Piasecki	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Doyle R. Simons	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director D. Michael Steuert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Kim Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Charles R. Williamson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Weyerhaeuser Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/12/2015	Auto-Approved	05/12/2015	2,343	2,343
						Total Shares:	**2,343**	**2,343**

Healthcare Services Group, Inc.

Meeting Date: 05/26/2015 **Country:** USA **Primary Security ID:** 421906108 **Meeting ID:** 966861
Record Date: 04/02/2015 **Meeting Type:** Annual **Ticker:** HCSG

Primary CUSIP: 421906108 **Primary ISIN:** US4219061086 **Primary SEDOL:** 2417619 **Proxy Level:** 3

Shares Voted: 1,943 **Votable Shares:** 1,943 ***Shares on Loan:** 0 **Shares Instructed:** 1,943
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Daniel P. McCartney	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Robert L. Frome	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Robert J. Moss	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director John M. Briggs	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director Dino D. Ottaviano	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director Theodore Wahl	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director Michael E. McBryan	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.8	Elect Director Diane S. Casey	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

Healthcare Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director John J. McFadden	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.10	Elect Director Jude Visconto	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay relative to company performance appears reasonable for the fiscal year under reivew. .						
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/13/2015	Auto-Approved	05/13/2015	1,943	1,943
						Total Shares:	**1,943**	**1,943**

Merck & Co., Inc.

Meeting Date: 05/26/2015 **Country:** USA **Primary Security ID:** 58933Y105 **Meeting ID:** 966328
Record Date: 03/31/2015 **Meeting Type:** Annual **Ticker:** MRK

Primary CUSIP: 58933Y105 **Primary ISIN:** US58933Y1055 **Primary SEDOL:** 2778844 **Proxy Level:** 3

Shares Voted: 6,359 **Votable Shares:** 6,359 ***Shares on Loan:** 0 **Shares Instructed:** 6,359
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leslie A. Brun	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1b	Elect Director Thomas R. Cech	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Kenneth C. Frazier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director William B. Harrison, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director C. Robert Kidder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Rochelle B. Lazarus	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Carlos E. Represas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Craig B. Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Wendell P. Weeks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director Peter C. Wendell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were identified and pay is reasonably aligned with performance at this time.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Given that the proposal is on ballot solely for Section 162(m) approval, and the compensation committee is fully independent, a vote FOR this proposal is warranted. Shareholders should be aware that the Equity Plan Score Card (EPSC) analysis highlights concerns.						

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

Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction.						
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 give shareholders an additional means of acting between annual meetings and would therefore enhance shareholder rights.						
7	Pro-rata Vesting of Equity Awards	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted given that pro-rata vesting of equity 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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/14/2015	Auto-Approved	05/14/2015	6,304	6,304
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/14/2015	Auto-Approved	05/14/2015	55	55
						Total Shares:	**6,359**	**6,359**

Chevron Corporation

Meeting Date: 05/27/2015 **Country:** USA **Primary Security ID:** 166764100 **Meeting ID:** 964803
Record Date: 04/01/2015 **Meeting Type:** Annual **Ticker:** CVX

Primary CUSIP: 166764100 **Primary ISIN:** US1667641005 **Primary SEDOL:** 2838555 **Proxy Level:** 3

Shares Voted: 193 **Votable Shares:** 193 ***Shares on Loan:** 0 **Shares Instructed:** 193
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alexander B. Cummings, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Linnet F. Deily	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Robert E. Denham	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Alice P. Gast	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Enrique Hernandez, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1f	Elect Director Jon M. Huntsman, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Charles W. Moorman, IV	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director John G. Stumpf	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Ronald D. Sugar	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1j	Elect Director Inge G. Thulin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Carl Ware	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director John S. Watson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: On balance, a vote FOR this proposal is warranted, although some concerns are noted. The annual incentive program is predominantly based on objective measures, and the company provided additional details this year regarding the relative weightings of criteria assessed. However, the inclusion of specific performance targets would improve disclosure. Nearly half of equity awards are performance-conditioned based on a multi-year measurement period, although shareholders will prefer a vesting design that requires outperformance for target payouts. Year-over-year CEO pay increased but this was attributable to a significant change in pension value; excluding the impact this, CEO pay declined by 2.5 percent, reflecting slightly decreased incentive awards.						
4	Report on Charitable Contributions	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted, as management should be afforded discretion to determine a company's charitable contributions strategy, and Chevron appears to disclose sufficient information for shareholders to assess the company's charitable priorities.						
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as Chevron could provide additional information regarding policies and oversight mechanisms the company has implemented to govern its trade association memberships.						

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

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Prohibit Political Spending	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted due to the overly prescriptive nature of the proposal.						
7	Increase Return of Capital to Shareholders in Light of Climate Change Risks	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given concerns that future changes in environmental regulations to mitigate climate change, and associated market reaction, could adversely affect demand, raising questions regarding the viability of high cost, unconventional reserve assets which could potentially cause the loss of related investments and negatively impact shareholder value.						
8	Adopt Quantitative GHG Goals for Products and Operations	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as adoption of GHG emissions reduction goals and reporting on plans to achieve such goals would inform shareholders as to the specific policies, practices, or systems the company may implement to manage its GHG emissions. Creating and reporting quantitative 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.						
9	Report on the Result of Efforts to Minimize Hydraulic Fracturing Impacts	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as disclosure of additional information, including quantitative performance metrics regarding hydraulic fracturing management, would allow shareholders to better assess how the company is managing potential risks and liabilities.						
10	Proxy Access	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted because adoption of proxy access will enhance shareholder rights while providing necessary safeguards to the nomination process.						
11	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.						
12	Require Director Nominee with Environmental Experience	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as Chevron does not appear to have an independent board member with relevant environmental expertise, the company is involved in environmental controversies, and the nature of its operations are subject to environmental risks.						
13	Amend Bylaws -- Call Special Meetings	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting and removing the agenda item restrictions would enhance the current shareholder right to call special meetings.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/19/2015	Auto-Approved	05/19/2015	193	193
						Total Shares:	**193**	**193**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Exxon Mobil Corporation

Meeting Date: 05/27/2015 **Country:** USA **Primary Security ID:** 30231G102 **Meeting ID:** 966559
Record Date: 04/07/2015 **Meeting Type:** Annual **Ticker:** XOM

Primary CUSIP: 30231G102 **Primary ISIN:** US30231G1022 **Primary SEDOL:** 2326618 **Proxy Level:** 3

Shares Voted: 87 **Votable Shares:** 87 ***Shares on Loan:** 0 **Shares Instructed:** 87
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Boskin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Peter Brabeck-Letmathe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Ursula M. Burns	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Larry R. Faulkner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Jay S. Fishman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.6	Elect Director Henrietta H. Fore	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.7	Elect Director Kenneth C. Frazier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Douglas R. Oberhelman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Samuel J. Palmisano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Steven S. Reinemund	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.11	Elect Director Rex W. Tillerson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.12	Elect Director William C. Weldon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The apparent large increases in CEO pay in recent years are largely due to significant changes in his pension value in 2012 ($13 million) and 2014 ($4.7 million) which resulted from changes in the underlying interest rates and assumptions rather than the provision of additional special benefits. Though concerns persist regarding overall pay magnitude, particularly as the industry experienced a significant downturn in 2014, the compensation program was unchanged from prior years and the company continues to disclose more details about the basis for pay decisions. The annual bonus pool applies to 1,700 executives worldwide, and the unusually long vesting schedule for restricted stock mitigates concerns regarding the lack of performance conditions.						
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.						
5	Adopt Proxy Access Right	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted because adoption of proxy access will enhance shareholder rights while providing necessary safeguards to the nomination process.						
6	Require Director Nominee with Environmental Experience	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as Exxon does not appear to have an independent board member with relevant environmental expertise, and the nature of its operations is subject to environmental risks.						
7	Increase the Number of Females on the Board	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted as: The staggered nature of the proposal's implementation gives the board sufficient flexibility; and* Implementing the requested policy should not hinder the board's ability to appoint qualified and competent directors to the board and would strengthen the diversity of the board's composition, expertise, experience, and skill sets.*						
8	Disclose Percentage of Females at Each Percentile of Compensation	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted because: It would allow shareholders to better assess the fairness Exxon's employee compensation practices; Would allow the company to identify and potentially address any related issues; and Could also serve to identify Exxon as a company where men and women are compensated equitably and thereby enhance the company's reputation and its ability to compete more effectively for high-quality employee talent.						
9	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as the company could provide additional information regarding its lobbying activities and the oversight mechanisms it has implemented to manage its trade association participation and lobbying activities.						
10	Adopt Quantitative GHG Goals for Products and Operations	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as creating and disclosing greenhouse gas emission reduction goals would allow shareholders to better assess the company's related performance and management of these emissions.						

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

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	Report on the Result of Efforts to Minimize Hydraulic Fracturing Impacts	SH	Yes	Against	For	For	For

Voting Policy Rationale: A vote FOR this resolution is warranted, as disclosure of additional information, including quantitative performance indicators regarding hydraulic fracturing management, would allow shareholders to better assess how the company is managing potential risks and liabilities.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/19/2015	Auto-Approved	05/19/2015	87	87
						Total Shares:	**87**	**87**

Sequential Brands Group, Inc.

Meeting Date: 05/27/2015 **Country:** USA **Primary Security ID:** 817340201 **Meeting ID:** 968003
Record Date: 04/06/2015 **Meeting Type:** Annual **Ticker:** SQBG

Primary CUSIP: 817340201 **Primary ISIN:** US8173402012 **Primary SEDOL:** B7VRRN0 **Proxy Level:** 3

Shares Voted: 2,240 **Votable Shares:** 2,240 ***Shares on Loan:** 0 **Shares Instructed:** 2,240
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yehuda Shmidman	Mgmt	Yes	For	Against	Against	Against

Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.A vote AGAINST non-independent director nominees William Sweedler and Yehuda Shmidman is warranted due to the company's lack of a formal nominating committee.

1.2	Elect Director William Sweedler	Mgmt	Yes	For	Against	Against	Against

Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.A vote AGAINST non-independent director nominees William Sweedler and Yehuda Shmidman is warranted due to the company's lack of a formal nominating committee.

2	Ratify CohnReznick LLP as Auditors	Mgmt	Yes	For	For	For	For

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

3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's PSU awards carry a retesting feature, performance goals for the PSUs are not disclosed, and, in FY2015, the company issued immediately vesting restricted stock on a discretionary basis when FY2014 performance goals were not met.

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

Sequential Brands Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Approve Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because: The proposed amendment would enable the company to preserve the financial benefits of the Section 162(m) tax deduction; and The committee administering the plan consists entirely of independent outsiders.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/19/2015	Auto-Approved	05/19/2015	2,240	2,240
						Total Shares:	**2,240**	**2,240**

US Ecology, Inc.

Meeting Date: 05/27/2015 **Country:** USA **Primary Security ID:** 91732J102 **Meeting ID:** 967420
Record Date: 04/02/2015 **Meeting Type:** Annual **Ticker:** ECOL

Primary CUSIP: 91732J102 **Primary ISIN:** US91732J1025 **Primary SEDOL:** 2772396 **Proxy Level:** 3

Shares Voted: 1,846 **Votable Shares:** 1,846 ***Shares on Loan:** 0 **Shares Instructed:** 1,846
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joe F. Colvin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Katina Dorton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Jeffrey R. Feeler	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director Daniel Fox	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director David M. Lusk	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director Stephen A. Romano	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

US Ecology, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director John T. Sahlberg	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/13/2015	Auto-Approved	05/13/2015	1,846	1,846
						Total Shares:	**1,846**	**1,846**

AK Steel Holding Corporation

Meeting Date: 05/28/2015 **Country:** USA **Primary Security ID:** 001547108 **Meeting ID:** 966439
Record Date: 03/30/2015 **Meeting Type:** Annual **Ticker:** AKS

Primary CUSIP: 001547108 **Primary ISIN:** US0015471081 **Primary SEDOL:** 2067735 **Proxy Level:** 3

Shares Voted: 740 **Votable Shares:** 740 ***Shares on Loan:** 0 **Shares Instructed:** 740
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
A1	Elect Director Richard A. Abdoo	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
A2	Elect Director John S. Brinzo	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
A3	Elect Director Dennis C. Cuneo	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						

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

AK Steel Holding Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
A4	Elect Director Sheri H. Edison	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
A5	Elect Director Mark G. Essig	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
A6	Elect Director William K. Gerber	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
A7	Elect Director Robert H. Jenkins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
A8	Elect Director Ralph S. Michael, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
A9	Elect Director James A. Thomson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
A10	Elect Director James L. Wainscott	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
A11	Elect Director Vicente Wright	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
B	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
C	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The company's incentive plans are strongly performance based. Annual incentives were earned below target based on performance against reasonably challenging goals, the company's long-term performance cash program has failed to provide payouts for the past two years, and performance shares were entirely forfeited for the most recent performance period. Shareholders should monitor payouts in subsequent years, as increases to the short and long-term incentive plan targets may potentially lead to outsized awards						
D	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: The plan enables the company to preserve the financial benefits of the Section 162(m) tax deduction; and The committee administering the plan is composed entirely of independent directors.						
E	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted. The proposal is on ballot solely for Section 162(m) approval, and the Compensation Committee is fully independent.						

Ballot Details

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

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

AK Steel Holding Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/14/2015	Auto-Approved	05/14/2015	740	740
						Total Shares:	**740**	**740**

DexCom, Inc.

Meeting Date: 05/28/2015 **Country:** USA **Primary Security ID:** 252131107 **Meeting ID:** 966372
Record Date: 04/02/2015 **Meeting Type:** Annual **Ticker:** DXCM

Primary CUSIP: 252131107 **Primary ISIN:** US2521311074 **Primary SEDOL:** B0796X4 **Proxy Level:** 3

Shares Voted: 1,104 **Votable Shares:** 1,104 ***Shares on Loan:** 0 **Shares Instructed:** 1,104
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrance H. Gregg	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1b	Elect Director Kevin Sayer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1c	Elect Director Nicholas Augustinos	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. While the magnitude of CEO total pay is relatively high, the substantial increase was driven by the effect of exceptional stock price performance on the grant date equity awards. While performance-conditioned equity awards would better align long-term incentives with performance, concern regarding CEO pay magnitude is mitigated at this time given the Compensation Committee's action to reduce the number of RSU grants in 2015. Also, the annual incentive program is predominantly based on objective measures with rigorous goals.						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
5	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.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

DexCom, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/19/2015	Auto-Approved	05/19/2015	1,104	1,104
						Total Shares:	**1,104**	**1,104**

Nevro Corp.

Meeting Date: 05/28/2015 **Country:** USA **Primary Security ID:** 64157F103 **Meeting ID:** 968021
Record Date: 03/30/2015 **Meeting Type:** Annual **Ticker:** NVRO

Primary CUSIP: 64157F103 **Primary ISIN:** US64157F1030 **Primary SEDOL:** BS7K7C9 **Proxy Level:** 1

Shares Voted: 1,596 **Votable Shares:** 1,596 ***Shares on Loan:** 0 **Shares Instructed:** 1,596
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael DeMane	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.WITHHOLD votes are warranted for director nominees Michael F. DeMane and Nathan B. Pliam as the board classified itself, adopted supermajority vote requirements to enact changes to the bylaws or certificate of incorporation, and eliminated other shareholder rights. The board has not put the provisions to a vote of the post-IPO shareholders.						
1.2	Elect Director Nathan B. Pliam	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.WITHHOLD votes are warranted for director nominees Michael F. DeMane and Nathan B. Pliam as the board classified itself, adopted supermajority vote requirements to enact changes to the bylaws or certificate of incorporation, and eliminated other shareholder rights. The board has not put the provisions to a vote of the post-IPO shareholders.						
1.3	Elect Director Brad Vale	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/19/2015	Auto-Approved	05/19/2015	1,596	1,596
						Total Shares:	**1,596**	**1,596**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Starwood Hotels & Resorts Worldwide, Inc.

Meeting Date: 05/28/2015 **Country:** USA **Primary Security ID:** 85590A401 **Meeting ID:** 968381
Record Date: 04/02/2015 **Meeting Type:** Annual **Ticker:** HOT

Primary CUSIP: 85590A401 **Primary ISIN:** US85590A4013 **Primary SEDOL:** B12GHV2 **Proxy Level:** 3

Shares Voted: 60 **Votable Shares:** 60 ***Shares on Loan:** 0 **Shares Instructed:** 60
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adam M. Aron	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1b	Elect Director Bruce W. Duncan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Charlene Barshefsky	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Thomas E. Clarke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1e	Elect Director Clayton C. Daley, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1f	Elect Director Lizanne Galbreath	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1g	Elect Director Eric Hippeau	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1h	Elect Director Aylwin B. Lewis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Stephen R. Quazzo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1j	Elect Director Thomas O. Ryder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. After a review of the company's compensation program and practices, CEO pay appears reasonably aligned with performance at this time.						

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

Starwood Hotels & Resorts Worldwide, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/12/2015	Auto-Approved	05/12/2015	60	60
						Total Shares:	**60**	**60**

Jones Lang LaSalle Incorporated

Meeting Date: 05/29/2015 **Country:** USA **Primary Security ID:** 48020Q107 **Meeting ID:** 968723
Record Date: 03/23/2015 **Meeting Type:** Annual **Ticker:** JLL

Primary CUSIP: 48020Q107 **Primary ISIN:** US48020Q1076 **Primary SEDOL:** 2040640 **Proxy Level:** 3

Shares Voted: 250 **Votable Shares:** 250 ***Shares on Loan:** 0 **Shares Instructed:** 250
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hugo Bague	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Samuel A. Di Piazza, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Colin Dyer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Dame DeAnne Julius	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Ming Lu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Martin H. Nesbitt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Jones Lang LaSalle Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Sheila A. Penrose	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Ann Marie Petach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Shailesh Rao	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director David B. Rickard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Roger T. Staubach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/19/2015	Auto-Approved	05/19/2015	250	250
						Total Shares:	**250**	**250**

PRA GROUP, INC.

Meeting Date: 05/29/2015 **Country:** USA **Primary Security ID:** 69354N106 **Meeting ID:** 967477
Record Date: 04/04/2015 **Meeting Type:** Annual **Ticker:** PRAA

Primary CUSIP: 69354N106 **Primary ISIN:** US69354N1063 **Primary SEDOL:** BSHZ3P9 **Proxy Level:** 3

Shares Voted: 1,032 **Votable Shares:** 1,032 ***Shares on Loan:** 0 **Shares Instructed:** 1,032
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven D. Fredrickson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

PRA GROUP, INC.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Penelope W. Kyle	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/22/2015	Auto-Approved	05/22/2015	1,032	1,032
						Total Shares:	**1,032**	**1,032**

IMAX Corporation

Meeting Date: 06/01/2015 **Country:** Canada **Primary Security ID:** 45245E109 **Meeting ID:** 950912
Record Date: 04/07/2015 **Meeting Type:** Annual **Ticker:** IMAX

Primary CUSIP: 45245E109 **Primary ISIN:** CA45245E1097 **Primary SEDOL:** 2473859 **Proxy Level:** 3

Shares Voted: 2,030 **Votable Shares:** 2,030 ***Shares on Loan:** 0 **Shares Instructed:** 2,030
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Neil S. Braun	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Eric A. Demirian	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent 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 Richard L. Gelfond	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director David W. Leebron	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

IMAX Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Michael Lynne	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director Michael MacMillan	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director I. Martin Pompadur	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.8	Elect Director Darren D. Throop	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.9	Elect Director Bradley J. Wechsler	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Given the continuing problematic pay practices, pay-for-performance misalignment including both short- and long-term incentive programs that are not linked to performance criteria, and the significant CEO equity grant, a vote AGAINST this proposal is warranted at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/19/2015	Auto-Approved	05/19/2015	2,030	2,030
						Total Shares:	**2,030**	**2,030**

RingCentral, Inc.

Meeting Date: 06/01/2015 **Country:** USA **Primary Security ID:** 76680R206 **Meeting ID:** 973441
Record Date: 04/24/2015 **Meeting Type:** Annual **Ticker:** RNG

Primary CUSIP: 76680R206 **Primary ISIN:** US76680R2067 **Primary SEDOL:** BDZCRX3 **Proxy Level:** 2

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

RingCentral, Inc.

Shares Voted: 4,033 **Votable Shares:** 4,033 ***Shares on Loan:** 0 **Shares Instructed:** 4,033

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

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.						
2.1	Elect Director Vladimir Shmunis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2.2	Elect Director Neil Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2.3	Elect Director Robert Theis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2.4	Elect Director Michael Kourey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2.5	Elect Director Michelle McKenna-Doyle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
3	Elect Director Robert Theis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/19/2015	Auto-Approved	05/19/2015	4,033	4,033
						Total Shares:	**4,033**	**4,033**

Staples, Inc.

Meeting Date: 06/01/2015 **Country:** USA **Primary Security ID:** 855030102 **Meeting ID:** 966362
Record Date: 04/06/2015 **Meeting Type:** Annual **Ticker:** SPLS

Primary CUSIP: 855030102 **Primary ISIN:** US8550301027 **Primary SEDOL:** 2841489 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Staples, Inc.

Shares Voted: 3,411 **Votable Shares:** 3,411 ***Shares on Loan:** 0 **Shares Instructed:** 3,411

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Basil L. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Drew G. Faust	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Paul-Henri Ferrand	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Kunal S. Kamlani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Carol Meyrowitz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Rowland T. Moriarty	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Ronald L. Sargent	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Robert E. Sulentic	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Raul Vazquez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Vijay Vishwanath	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Paul F. Walsh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	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.						

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

Staples, 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. While the compensation committee engaged shareholders following the failed 2014 say-on-pay vote and made changes based on feedback, the committee left in place a compensation structure that is overly short-term focused and has contributed to continued misalignment between pay and performance. Additional concerns are raised by lowered performance goals in incentive programs without clearly explained rationale and without lowered payout opportunities.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
5	Eliminate or Restrict Severance Agreements (Change-in-Control)	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted given that certain aspects of the company's severance arrangements could result in excessive payments to executives.						
6	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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/21/2015	Auto-Approved	05/21/2015	3,411	3,411
						Total Shares:	**3,411**	**3,411**

UnitedHealth Group Incorporated

Meeting Date: 06/01/2015 **Country:** USA **Primary Security ID:** 91324P102 **Meeting ID:** 970218
Record Date: 04/02/2015 **Meeting Type:** Annual **Ticker:** UNH

Primary CUSIP: 91324P102 **Primary ISIN:** US91324P1021 **Primary SEDOL:** 2917766 **Proxy Level:** 4

Shares Voted: 708 **Votable Shares:** 708 ***Shares on Loan:** 0 **Shares Instructed:** 708
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William C. Ballard, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Edson Bueno	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Richard T. Burke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Robert J. Darretta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Stephen J. Hemsley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Michele J. Hooper	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Rodger A. Lawson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Glenn M. Renwick	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1i	Elect Director Kenneth I. Shine	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Gail R. Wilensky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices and pay is reasonably aligned with performance at this time.						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
4	Change State of Incorporation from Minnesota to Delaware	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST reincorporation.						
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
6	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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

UnitedHealth Group Incorporated

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/22/2015	Auto-Approved	05/22/2015	620	620
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/22/2015	Auto-Approved	05/22/2015	88	88
						Total Shares:	**708**	**708**

COGNIZANT TECHNOLOGY SOLUTIONS CORPORATION

Meeting Date: 06/02/2015 **Country:** USA **Primary Security ID:** 192446102 **Meeting ID:** 970587
Record Date: 04/06/2015 **Meeting Type:** Annual **Ticker:** CTSH

Primary CUSIP: 192446102 **Primary ISIN:** US1924461023 **Primary SEDOL:** 2257019 **Proxy Level:** 3

Shares Voted: 1,086 **Votable Shares:** 1,086 ***Shares on Loan:** 0 **Shares Instructed:** 1,086
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael Patsalos-Fox	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Robert E. Weissman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Francisco D'Souza	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director John N. Fox, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Leo S. Mackay, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Thomas M. Wendel	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The long-term incentive award is contingent upon annual revenue goals, rather than multi-year performance achievement and both the long-term and short term incentive programs consider annual revenue performance. However, performance targets utilized under both programs are set higher than the prior year's maximum target levels, and the majority of LTI is performance contingent.						

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

COGNIZANT TECHNOLOGY SOLUTIONS CORPORATION

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						
4	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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/19/2015	Auto-Approved	05/19/2015	1,086	1,086
						Total Shares:	**1,086**	**1,086**

Everyday Health, Inc.

Meeting Date: 06/02/2015 **Country:** USA **Primary Security ID:** 300415106 **Meeting ID:** 969839
Record Date: 04/08/2015 **Meeting Type:** Annual **Ticker:** EVDY

Primary CUSIP: 300415106 **Primary ISIN:** US3004151060 **Primary SEDOL:** BKWC070 **Proxy Level:** 1

Shares Voted: 2,099 **Votable Shares:** 2,099 ***Shares on Loan:** 0 **Shares Instructed:** 2,099
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Golden	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Sharon Wienbar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/19/2015	Auto-Approved	05/19/2015	2,099	2,099
						Total Shares:	**2,099**	**2,099**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

IPG Photonics Corporation

Meeting Date: 06/02/2015 **Country:** USA **Primary Security ID:** 44980X109 **Meeting ID:** 963338
Record Date: 04/06/2015 **Meeting Type:** Annual **Ticker:** IPGP

Primary CUSIP: 44980X109 **Primary ISIN:** US44980X1090 **Primary SEDOL:** 2698782 **Proxy Level:** 3

Shares Voted: 690 **Votable Shares:** 690 ***Shares on Loan:** 0 **Shares Instructed:** 690
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Valentin P. Gapontsev	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Eugene Scherbakov	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Igor Samartsev	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director Michael C. Child	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent 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 Henry E. Gauthier	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director William S. Hurley	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director Eric Meurice	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.8	Elect Director John R. Peeler	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.9	Elect Director Thomas J. Seifert	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation ("EPSC"), a vote FOR this proposal is warranted, given that the proposal is on the ballot solely for Section 162(m) approval, and the Compensation Committee is fully independent.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

IPG Photonics Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/19/2015	Auto-Approved	05/19/2015	690	690
						Total Shares:	**690**	**690**

Nabors Industries Ltd.

Meeting Date: 06/02/2015 **Country:** Bermuda **Primary Security ID:** G6359F103 **Meeting ID:** 970579
Record Date: 04/06/2015 **Meeting Type:** Annual **Ticker:** NBR

Primary CUSIP: G6359F103 **Primary ISIN:** BMG6359F1032 **Primary SEDOL:** 2963372 **Proxy Level:** N/A

Shares Voted: 470 **Votable Shares:** 470 ***Shares on Loan:** 0 **Shares Instructed:** 470
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James R. Crane	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for directors James R. Crane, John P. Kotts, Michael C. Linn, Anthony G. Petrello, Howard Wolf and John Yearwood, due to the board's failure to fully implement shareholder proposals which received support from a majority of votes cast, and due to the board's renomination of directors Linn and Yearwood after they failed to receive majority support in 2014, while not fully addressing the underlying issues that led to the low support for these directors.						
1.2	Elect Director John P. Kotts	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.WITHHOLD votes are warranted for directors James R. Crane, John P. Kotts, Michael C. Linn, Anthony G. Petrello, Howard Wolf and John Yearwood, due to the board's failure to fully implement shareholder proposals which received support from a majority of votes cast, and due to the board's renomination of directors Linn and Yearwood after they failed to receive majority support in 2014, while not fully addressing the underlying issues that led to the low support for these directors.						
1.3	Elect Director Michael C. Linn	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for directors James R. Crane, John P. Kotts, Michael C. Linn, Anthony G. Petrello, Howard Wolf and John Yearwood, due to the board's failure to fully implement shareholder proposals which received support from a majority of votes cast, and due to the board's renomination of directors Linn and Yearwood after they failed to receive majority support in 2014, while not fully addressing the underlying issues that led to the low support for these directors.						
1.4	Elect Director Anthony G. Petrello	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.WITHHOLD votes are warranted for directors James R. Crane, John P. Kotts, Michael C. Linn, Anthony G. Petrello, Howard Wolf and John Yearwood, due to the board's failure to fully implement shareholder proposals which received support from a majority of votes cast, and due to the board's renomination of directors Linn and Yearwood after they failed to receive majority support in 2014, while not fully addressing the underlying issues that led to the low support for these directors.						

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

Nabors Industries Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Dag Skattum	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director Howard Wolf	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.WITHHOLD votes are warranted for directors James R. Crane, John P. Kotts, Michael C. Linn, Anthony G. Petrello, Howard Wolf and John Yearwood, due to the board's failure to fully implement shareholder proposals which received support from a majority of votes cast, and due to the board's renomination of directors Linn and Yearwood after they failed to receive majority support in 2014, while not fully addressing the underlying issues that led to the low support for these directors.						
1.7	Elect Director John Yearwood	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.WITHHOLD votes are warranted for directors James R. Crane, John P. Kotts, Michael C. Linn, Anthony G. Petrello, Howard Wolf and John Yearwood, due to the board's failure to fully implement shareholder proposals which received support from a majority of votes cast, and due to the board's renomination of directors Linn and Yearwood after they failed to receive majority support in 2014, while not fully addressing the underlying issues that led to the low support for these directors.						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Approve Broker Non-Vote Bye-law Amendment	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as it will bring the company's vote-counting methodology in line with standard practice at US-listed companies, and will increase the expectation that the board will take action in response to a shareholder proposal that is supported by a majority of shares actively voted.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Cautionary support FOR this proposal is warranted this year. With regular prodding from shareholders, the company has continued to improve its executive pay program, and the CEO's total pay for 2014 was at its lowest level since he assumed that position in 2011, in keeping with the company's lagging performance. The compensation committee demonstrated reasonable responsiveness to last year's fourth failed say-on-pay vote by engaging with shareholders and, among other things, improving transparency around short-term incentive goals. Concerns remain regarding goal rigor relative to potential awards, however, especially with respect to the TSR and strategic objectives used for equity awards, indicating a need for continued close monitoring of the program and board decisions.						
5	Adopt Retention Ratio for 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.						
6	Require Shareholder Approval of Specific Performance Metrics in Equity Compensation Plans	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR is warranted. Notwithstanding additional improvements to disclosure following in a fourth year of low support for the say-on-pay proposal in 2014, questions remain about goal rigor under both the short- and long-term incentive programs. While boards should generally be afforded maximum flexibility to set performance goals, in light of the company's multi-year history of problematic compensation issues, and some continuing concern around the issue of goal rigor, shareholders would benefit from the proposal.						

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

Nabors Industries Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Report on Sustainability, Including Goals and ESG Link to Executive Compensation	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from the information disclosed in a comprehensive sustainability report. Such information would allow shareholders to better evaluate the company's sustainability performance and its management of related risks and opportunities.						
8	Adopt Proxy Access Right	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted because the expansion of proxy access to shareholders or shareholder groups owning 3 percent or more of outstanding shares will enhance shareholder rights while providing necessary safeguards to the nomination process.						
9	Require a Majority Vote for the Election of Directors	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and enhance the company's corporate governance.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/20/2015	Auto-Approved	05/20/2015	470	470
						Total Shares:	**470**	**470**

T-Mobile US, Inc.

Meeting Date: 06/02/2015 **Country:** USA **Primary Security ID:** 872590104 **Meeting ID:** 970242
Record Date: 04/10/2015 **Meeting Type:** Annual **Ticker:** TMUS

Primary CUSIP: 872590104 **Primary ISIN:** US8725901040 **Primary SEDOL:** B94Q9V0 **Proxy Level:** 3

Shares Voted: 20 **Votable Shares:** 20 ***Shares on Loan:** 0 **Shares Instructed:** 20
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Michael Barnes	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The board is not majority independent.						
1.2	Elect Director Thomas Dannenfeldt	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.There is both gender and racial diversity on the board.There is at least 20 percent diversity.The board is not majority independent.						
1.3	Elect Director Srikant M. Datar	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The board is not majority independent.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 Account Manager with any questions.*

T-Mobile US, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Lawrence H. Guffey	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The board is not majority independent.						
1.5	Elect Director Timotheus Hottges	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The board is not majority independent.						
1.6	Elect Director Bruno Jacobfeuerborn	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The board is not majority independent.						
1.7	Elect Director Raphael Kubler	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is both gender and racial diversity on the board. There is at least 20 percent diversity. The board is not majority independent.						
1.8	Elect Director Thorsten Langheim	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is both gender and racial diversity on the board. There is at least 20 percent diversity. The board is not majority independent.						
1.9	Elect Director John J. Legere	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The board is not majority independent.						
1.10	Elect Director Teresa A. Taylor	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The board is not majority independent. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.11	Elect Director Kelvin R. Westbrook	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The board is not majority independent. 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: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
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 prescribed limits.						
4	Report on Human Rights Risk Assessment Process	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from additional information regarding the company's human rights risk assessment practices, and from more detailed information about any related oversight mechanisms that it may have implemented.						
5	Provide Proxy Access Right	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted because adoption of proxy access will enhance shareholder rights while providing necessary safeguards to the nomination process.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

T-Mobile US, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/27/2015	Auto-Approved	05/27/2015	20	20
						Total Shares:	**20**	**20**

Cabela's Incorporated

Meeting Date: 06/03/2015 **Country:** USA **Primary Security ID:** 126804301 **Meeting ID:** 969668
Record Date: 04/06/2015 **Meeting Type:** Annual **Ticker:** CAB

Primary CUSIP: 126804301 **Primary ISIN:** US1268043015 **Primary SEDOL:** B00N2Z7 **Proxy Level:** 3

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Theodore M. Armstrong	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.2	Elect Director James W. Cabela	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.3	Elect Director John H. Edmondson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.4	Elect Director Dennis Highby	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.5	Elect Director Michael R. McCarthy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.6	Elect Director Thomas L. Millner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.7	Elect Director Donna M. Milrod	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.8	Elect Director Beth M. Pritchard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.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 Account Manager with any questions.*

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Cabela's Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director James F. Wright	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/21/2015	Auto-Approved	05/21/2015	1,172	1,172
						Total Shares:	**1,172**	**1,172**

Cvent, Inc.

Meeting Date: 06/03/2015 **Country:** USA **Primary Security ID:** 23247G109 **Meeting ID:** 965486
Record Date: 04/06/2015 **Meeting Type:** Annual **Ticker:** CVT

Primary CUSIP: 23247G109 **Primary ISIN:** US23247G1094 **Primary SEDOL:** BC9KQQ2 **Proxy Level:** 1

Shares Voted: 3,456 **Votable Shares:** 3,456 ***Shares on Loan:** 0 **Shares Instructed:** 3,456
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Sanjeev K. Bansal	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one woman director after the election.WITHHOLD votes are warranted for Sanjeev K. Bansal due to the board's failure to provide sufficient oversight over the company's financial reporting process.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/27/2015	Auto-Approved	05/27/2015	3,456	3,456
						Total Shares:	**3,456**	**3,456**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Cvent, Inc.

Devon Energy Corporation

Meeting Date: 06/03/2015 **Country:** USA **Primary Security ID:** 25179M103 **Meeting ID:** 969642
Record Date: 04/06/2015 **Meeting Type:** Annual **Ticker:** DVN

Primary CUSIP: 25179M103 **Primary ISIN:** US25179M1036 **Primary SEDOL:** 2480677 **Proxy Level:** 3

Shares Voted: 85 **Votable Shares:** 85 ***Shares on Loan:** 0 **Shares Instructed:** 85
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara M. Baumann	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director John E. Bethancourt	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.3	Elect Director Robert H. Henry	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.4	Elect Director Michael M. Kanovsky	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.5	Elect Director Robert A. Mosbacher, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.6	Elect Director J. Larry Nichols	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.7	Elect Director Duane C. Radtke	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.8	Elect Director Mary P. Ricciardello	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.9	Elect Director John Richels	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						

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

Devon Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the company's incentive plans are sufficiently performance based. Concerns regarding upward adjustments to the CEO's award and incomplete disclosure regarding 2014 were also mitigated by strong financial performance and reasonable alignment between pay and performance.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
5	Adopt Proxy Access Right	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted, as the proxy access bylaw would enhance shareholder rights while providing necessary safeguards to the nomination process.						
6	Review Public Policy Advocacy on Climate Change	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the company could provide additional information regarding its lobbying and trade association policies and oversight mechanisms.						
7	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as the company could provide additional information regarding its lobbying and trade association policies and oversight mechanisms.						
8	Report on Financial Risks of Climate Change	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted as the company could provide more information on how the company is evaluating and managing potential climate change-related risks and opportunities.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/19/2015	Auto-Approved	05/19/2015	85	85
						Total Shares:	**85**	**85**

Google Inc.

Meeting Date: 06/03/2015 **Country:** USA **Primary Security ID:** 38259P508 **Meeting ID:** 970693
Record Date: 04/06/2015 **Meeting Type:** Annual **Ticker:** GOOG

Primary CUSIP: 38259P508 **Primary ISIN:** US38259P5089 **Primary SEDOL:** B020QX2 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Google Inc.

Shares Voted: 895 **Votable Shares:** 895 ***Shares on Loan:** 0 **Shares Instructed:** 895

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Larry Page	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Sergey Brin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Eric E. Schmidt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.4	Elect Director L. John Doerr	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes from compensation committee members L. John Doerr, Paul S. Otellini, and K. Ram Shiram are warranted, as certain NEOs received outsized pay packages that lack any measurable connection to company performance goals. Additionally, disclosure regarding the pay determination process is limited.						
1.5	Elect Director Diane B. Greene	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is an incumbent member of the audit committee and non-audit fees exceed '25'% of the aggregate fees paid to the company's external auditor.						
1.6	Elect Director John L. Hennessy	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Ann Mather	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is an incumbent member of the audit committee and non-audit fees exceed '25'% of the aggregate fees paid to the company's external auditor.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.8	Elect Director Alan R. Mulally	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Paul S. Otellini	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.WITHHOLD votes from compensation committee members L. John Doerr, Paul S. Otellini, and K. Ram Shiram are warranted, as certain NEOs received outsized pay packages that lack any measurable connection to company performance goals. Additionally, disclosure regarding the pay determination process is limited.						
1.10	Elect Director K. Ram Shriram	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.WITHHOLD votes from compensation committee members L. John Doerr, Paul S. Otellini, and K. Ram Shiram are warranted, as certain NEOs received outsized pay packages that lack any measurable connection to company performance goals. Additionally, disclosure regarding the pay determination process is limited.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Google Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Shirley M. Tilghman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Score Card ("EPSC"), a vote AGAINST this proposal is warranted, due to the following key factors: The plan permits repricing and/or exchange of grants without shareholder approval.* Plan cost is excessive* The plan permits liberal recycling of shares*						
4	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 because it would encourage the company to eliminate its dual class capital structure and adopt a one-share, one-vote policy.						
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 information on the company's direct and indirect oversight mechanisms, as well as trade association payments, would give shareholders a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.						
6	Require a Majority Vote for the Election of Directors	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.						
7	Report on Costs of Renewable Energy Investments	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following reasons: The company already provides sufficient disclosure regarding its renewable investments and green power purchase agreements;* The proposal is overly prescriptive.*						
8	Report on Risks Associated with Repeal of Climate Change Policies	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted because the company provides shareholders with sufficient information to understand the risks associates with climate change and related regulations, and how it manages those risks.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	05/27/2015	Auto-Approved	05/27/2015	890	890
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/27/2015	Auto-Approved	05/27/2015	5	5
						Total Shares:	**895**	**895**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

LinkedIn Corporation

Meeting Date: 06/03/2015 **Country:** USA **Primary Security ID:** 53578A108 **Meeting ID:** 968643
Record Date: 04/07/2015 **Meeting Type:** Annual **Ticker:** LNKD

Primary CUSIP: 53578A108 **Primary ISIN:** US53578A1088 **Primary SEDOL:** B3ZVCQ8 **Proxy Level:** 3

Shares Voted: 2,950 **Votable Shares:** 2,950 ***Shares on Loan:** 0 **Shares Instructed:** 2,950
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leslie Kilgore	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.						
1.2	Elect Director Jeffrey Weiner	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Score Card (EPSC), a vote AGAINST this proposal is warranted, due to the following key factors: The plan permits repricing and/or exchange of grants without shareholder approval;* The plan permits cash buyout of awards without shareholder approval;* The plan provides for the transferability of awards to a financial institution, without any details of how such a program would work.* Plan cost is excessive;* Estimated duration of available and proposed shares exceeds five years;* 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 this proposal is warranted. The CEO received sizeable increases in cash compensation without a strong rationale and received sizeable time-vested equity grants after receiving a large mega-grant in 2013. Additionally, the compensation committee failed to engage with shareholders after compensation committee member Meresman received relatively low vote support at 2014 annual meeting.						
5	Report on Plans to Increase Board Diversity	SH	Yes	None	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted, as a report on the company's board diversification initiatives would aid investors in determining if the company is taking necessary steps to ensure that women and minority candidates are included among prospective board nominees.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	05/21/2015	Auto-Approved	05/21/2015	2,950	2,950
						Total Shares:	**2,950**	**2,950**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Molson Coors Brewing Company

Meeting Date: 06/03/2015 **Country:** USA **Primary Security ID:** 60871R209 **Meeting ID:** 968685
Record Date: 04/10/2015 **Meeting Type:** Annual **Ticker:** TAP

Primary CUSIP: 60871R209 **Primary ISIN:** US60871R2094 **Primary SEDOL:** B067BM3 **Proxy Level:** 3

Shares Voted: 733 **Votable Shares:** 733 ***Shares on Loan:** 0 **Shares Instructed:** 733
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger G. Eaton	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Charles M. Herington	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director H. Sanford Riley	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent 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. After a review of the company's compensation program and practices, pay and performance appear reasonably aligned at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/20/2015	Auto-Approved	05/20/2015	733	733
						Total Shares:	**733**	**733**

Seventy Seven Energy Inc.

Meeting Date: 06/03/2015 **Country:** USA **Primary Security ID:** 818097107 **Meeting ID:** 973557
Record Date: 04/10/2015 **Meeting Type:** Annual **Ticker:** SSE

Primary CUSIP: 818097107 **Primary ISIN:** US8180971074 **Primary SEDOL:** BN8KRV2 **Proxy Level:** 3

Shares Voted: 17 **Votable Shares:** 17 ***Shares on Loan:** 0 **Shares Instructed:** 17
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bob G. Alexander	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Seventy Seven Energy Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Edward J. DiPaolo	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Ronnie Irani	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director Alvin Bernard Krongard	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director Tucker Link	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director Marran H. Ogilvie	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.7	Elect Director Jerry Winchester	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
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 is a pay-for-performance misalignment driven by an outsized time-based equity award granted to the CEO in connection with the company's separation from Chesapeake. Shareholders prefer that awards made in connection with the formation of a company be performance-based in order to align the interests of executives and shareholders.						
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 Management Say on Pay proposal is warranted.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Score Card (EPSC), a vote AGAINST this proposal is warranted, due to the following key factor(s): Plan cost is excessive* Estimated duration of available and proposed shares exceeds five years* The plan allows broad discretion to accelerate vesting.*						
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/27/2015	Auto-Approved	05/27/2015	17	17
						Total Shares:	**17**	**17**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Seventy Seven Energy Inc.

SunPower Corporation

Meeting Date: 06/03/2015 **Country:** USA **Primary Security ID:** 867652406 **Meeting ID:** 966483
Record Date: 04/13/2015 **Meeting Type:** Annual **Ticker:** SPWR

Primary CUSIP: 867652406 **Primary ISIN:** US8676524064 **Primary SEDOL:** B59DK93 **Proxy Level:** 3

Shares Voted: 200 **Votable Shares:** 200 ***Shares on Loan:** 0 **Shares Instructed:** 200
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arnaud Chaperon	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Jean-Marc Otero del Val	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is non-independent and sits on a key committee.						
1.3	Elect Director Pat Wood, III	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.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 cautionary vote FOR this proposal is warranted at this time. While certain compensation design concerns still exist, it is mitigated by the lowered overall CEO compensation to below median levels relative to the company's peer group.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Score Card (EPSC), a vote AGAINST this proposal is warranted, due to the following key factors: The plan permits repricing and/or exchange of grants without shareholder approval;* The plan permits cash buyout of awards without shareholder approval;* The plan cost is excessive;* The estimated duration of available and proposed shares exceeds five years;* The plan permits liberal recycling of option awards; and* The plan allows broad discretion to accelerate vesting.*						
5	Approve Restricted Stock Grant to Thomas H. Werner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: The estimated shareholder value transfer appears to be within a reasonable range; The plan does not allow for the 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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/21/2015	Auto-Approved	05/21/2015	200	200

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

SunPower Corporation

Total Shares:	**200**	**200**

CST Brands, Inc.

Meeting Date: 06/04/2015 **Country:** USA **Primary Security ID:** 12646R105 **Meeting ID:** 969835
Record Date: 04/13/2015 **Meeting Type:** Annual **Ticker:** CST

Primary CUSIP: 12646R105 **Primary ISIN:** US12646R1059 **Primary SEDOL:** B9GD0X8 **Proxy Level:** 3

Shares Voted: 11 **Votable Shares:** 11 ***Shares on Loan:** 0 **Shares Instructed:** 11
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Donna M. Boles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1.2	Elect Director Kimberly S. Lubel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Michael H. Wargotz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. After a review of the company's compensation program and practices, pay and performance appear reasonably aligned at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/20/2015	Auto-Approved	05/20/2015	11	11
						Total Shares:	**11**	**11**

Ingersoll-Rand plc

Meeting Date: 06/04/2015 **Country:** Ireland **Primary Security ID:** G47791101 **Meeting ID:** 970554
Record Date: 04/08/2015 **Meeting Type:** Annual **Ticker:** IR

Primary CUSIP: G47791101 **Primary ISIN:** IE00B6330302 **Primary SEDOL:** B633030 **Proxy Level:** N/A

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Ingersoll-Rand plc

Shares Voted: 1,770 **Votable Shares:** 1,770 ***Shares on Loan:** 0 **Shares Instructed:** 1,770

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ann C. Berzin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.						
1b	Elect Director John Bruton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1c	Elect Director Elaine L. Chao	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1d	Elect Director Jared L. Cohon	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Gary D. Forsee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1f	Elect Director Constance J. Horner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1g	Elect Director Linda P. Hudson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director Michael W. Lamach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1i	Elect Director Myles P. Lee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						
1j	Elect Director John P. Surma	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is 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 Richard J. Swift	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.						
1l	Elect Director Tony L. White	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 20 percent diversity.						

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

Ingersoll-Rand plc

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 recognizing the significant impact of the change in present value of CEO pension benefits, the company's incentive programs demonstrate a reasonable linkage between pay and performance.						
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Renew Directors' Authority to Issue 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.						
5	Renew Directors' Authority to Issue Shares for Cash	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 Reissuance of Repurchased 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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/20/2015	Auto-Approved	05/20/2015	1,770	1,770
						Total Shares:	**1,770**	**1,770**

Intersect ENT, Inc.

Meeting Date: 06/04/2015 **Country:** USA **Primary Security ID:** 46071F103 **Meeting ID:** 970246
Record Date: 04/09/2015 **Meeting Type:** Annual **Ticker:** XENT

Primary CUSIP: 46071F103 **Primary ISIN:** US46071F1030 **Primary SEDOL:** BP7RS48 **Proxy Level:** 1

Shares Voted: 2,443 **Votable Shares:** 2,443 ***Shares on Loan:** 0 **Shares Instructed:** 2,443
Total Ballots: 1 **Voting Policy:** UUA

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

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

Intersect ENT, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Lisa D. Earnhardt	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.3	Elect Director Cynthia L. Lucchese	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.4	Elect Director Dana G. Mead, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.5	Elect Director Frederic H. Moll	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.6	Elect Director Casey M. Tansey	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.7	Elect Director W. Anthony Vernon	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/20/2015	Auto-Approved	05/20/2015	2,443	2,443
						Total Shares:	**2,443**	**2,443**

Las Vegas Sands Corp.

Meeting Date: 06/04/2015 **Country:** USA **Primary Security ID:** 517834107 **Meeting ID:** 971380
Record Date: 04/13/2015 **Meeting Type:** Annual **Ticker:** LVS

Primary CUSIP: 517834107 **Primary ISIN:** US5178341070 **Primary SEDOL:** B02T2J7 **Proxy Level:** 3

Shares Voted: 5,975 **Votable Shares:** 5,975 ***Shares on Loan:** 0 **Shares Instructed:** 5,975
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jason N. Ader	Mgmt	Yes	For	For	Withhold	Withhold

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

Las Vegas Sands Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.2	Elect Director Micheline Chau	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.3	Elect Director Michael A. Leven	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director David F. Levi	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. In 2014, the company spent $3.27 million on personal security for CEO Adelson, a perquisite amount that is considered excessive. Moreover, the company has multiple problematic pay practices such as tax gross-ups, modified single-trigger equity vesting, and it does not have sufficient risk mitigating practices.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	05/27/2015	Auto-Approved	05/27/2015	5,975	5,975
						Total Shares:	**5,975**	**5,975**

MDC Partners Inc.

Meeting Date: 06/04/2015 **Country:** Canada **Primary Security ID:** 552697104 **Meeting ID:** 954651
Record Date: 04/15/2015 **Meeting Type:** Annual **Ticker:** MDCA

Primary CUSIP: 552697104 **Primary ISIN:** CA5526971042 **Primary SEDOL:** 2574495 **Proxy Level:** 3

Shares Voted: 3,420 **Votable Shares:** 3,420 ***Shares on Loan:** 0 **Shares Instructed:** 3,420
Total Ballots: 1 **Voting Policy:** UUA

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

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

MDC Partners Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Clare R. Copeland	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.WITHHOLD votes are warranted for members of the Compensation Committee: Scott L. Kauffman, Clare R. Copeland, Michael J.L. Kirby, and Irwin D. Simon. The committee has demonstrated poor stewardship of compensation programs.						
1.3	Elect Director Scott L. Kauffman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.WITHHOLD votes are warranted for members of the Compensation Committee: Scott L. Kauffman, Clare R. Copeland, Michael J.L. Kirby, and Irwin D. Simon. The committee has demonstrated poor stewardship of compensation programs.						
1.4	Elect Director Michael J.L. Kirby	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.WITHHOLD votes are warranted for members of the Compensation Committee: Scott L. Kauffman, Clare R. Copeland, Michael J.L. Kirby, and Irwin D. Simon. The committee has demonstrated poor stewardship of compensation programs.						
1.5	Elect Director Stephen M. Pustil	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.6	Elect Director Lori A. Senecal	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director Irwin D. Simon	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for members of the Compensation Committee: Scott L. Kauffman, Clare R. Copeland, Michael J.L. Kirby, and Irwin D. Simon. The committee has demonstrated poor stewardship of compensation programs.						
2	Approve BDO USA, LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. There is a pay-for-performance misalignment driven by excessive incentive compensation during a period of negative shareholder returns. The CEO's short-term bonus retains a high payout opportunity and is based on partially undisclosed goals. Additionally, the determination of short-term awards under the company's program appears to rely on significant committee discretion. Finally, the company does not adequately explain in its 2014 proxy $11.7 million in bonus payments, as listed in the Summary Compensation table.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/27/2015	Auto-Approved	05/27/2015	3,420	3,420
						Total Shares:	**3,420**	**3,420**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

MDC Partners Inc.

PDC Energy, Inc.

Meeting Date: 06/04/2015 **Country:** USA **Primary Security ID:** 69327R101 **Meeting ID:** 969204
Record Date: 04/08/2015 **Meeting Type:** Annual **Ticker:** PDCE

Primary CUSIP: 69327R101 **Primary ISIN:** US69327R1014 **Primary SEDOL:** B89M5F2 **Proxy Level:** 4

Shares Voted: 1,183 **Votable Shares:** 1,183 ***Shares on Loan:** 0 **Shares Instructed:** 1,183
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Anthony J. Crisafio	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Kimberly Luff Wakim	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Barton R. Brookman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance were reasonably aligned for the year in review.						
4	Change State of Incorporation form Nevada to Delaware	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST reincorporation.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/27/2015	Auto-Approved	05/27/2015	1,183	1,183
						Total Shares:	**1,183**	**1,183**

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

Relypsa, Inc.

Meeting Date: 06/04/2015 **Country:** USA **Primary Security ID:** 759531106 **Meeting ID:** 970271
Record Date: 04/07/2015 **Meeting Type:** Annual **Ticker:** RLYP

Primary CUSIP: 759531106 **Primary ISIN:** US7595311066 **Primary SEDOL:** BGCC6J6 **Proxy Level:** 1

Shares Voted: 787 **Votable Shares:** 787 ***Shares on Loan:** 0 **Shares Instructed:** 787
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David W.J. McGirr	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director John A. Orwin	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/23/2015	Auto-Approved	05/23/2015	787	787
						Total Shares:	**787**	**787**

salesforce.com, inc.

Meeting Date: 06/04/2015 **Country:** USA **Primary Security ID:** 79466L302 **Meeting ID:** 968474
Record Date: 04/09/2015 **Meeting Type:** Annual **Ticker:** CRM

Primary CUSIP: 79466L302 **Primary ISIN:** US79466L3024 **Primary SEDOL:** 2310525 **Proxy Level:** 3

Shares Voted: 13,150 **Votable Shares:** 13,150 ***Shares on Loan:** 0 **Shares Instructed:** 13,150
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc R. Benioff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Keith G. Block	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

salesforce.com, inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Craig A. Conway	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Alan G. Hassenfeld	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Colin L. Powell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Sanford R. Robertson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director John V. Roos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Lawrence J. Tomlinson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Robin L. Washington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Maynard G. Webb	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1k	Elect Director Susan D. Wojcicki	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
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.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
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. The CEO received a very large pay package for the second year in a row, the majority of which is not contingent upon objective performance conditions. Although company performance is strong, it does not justify sustained outsized pay for multiple consecutive years.						

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

salesforce.com, inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	05/21/2015	Auto-Approved	05/21/2015	13,150	13,150
						Total Shares:	**13,150**	**13,150**

Surgical Care Affiliates, Inc.

Meeting Date: 06/04/2015 **Country:** USA **Primary Security ID:** 86881L106 **Meeting ID:** 971586
Record Date: 04/06/2015 **Meeting Type:** Annual **Ticker:** SCAI

Primary CUSIP: 86881L106 **Primary ISIN:** US86881L1061 **Primary SEDOL:** BFTDJM9 **Proxy Level:** 1

Shares Voted: 1,898 **Votable Shares:** 1,898 ***Shares on Loan:** 0 **Shares Instructed:** 1,898
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas C. Geiser	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.AGAINST votes are warranted for directors Thomas C. Geiser and Curtis S. Lane. The CEO received a significant increase in base salary without an accompanying rationale, short-term incentives paid near target absent full disclosure of goals and performance measures, and a considerable discretionary cash bonus was awarded. Further, equity awards are entirely time-vested and appear excessive in magnitude. These factors have led to elevated compensation during a time of significant underperformance relative to peers.						
1.2	Elect Director Curtis S. Lane	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.AGAINST votes are warranted for directors Thomas C. Geiser and Curtis S. Lane. The CEO received a significant increase in base salary without an accompanying rationale, short-term incentives paid near target absent full disclosure of goals and performance measures, and a considerable discretionary cash bonus was awarded. Further, equity awards are entirely time-vested and appear excessive in magnitude. These factors have led to elevated compensation during a time of significant underperformance relative to peers.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/27/2015	Auto-Approved	05/27/2015	1,898	1,898
						Total Shares:	**1,898**	**1,898**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

The Priceline Group Inc.

Meeting Date: 06/04/2015	**Country:** USA	**Primary Security ID:** 741503403	**Meeting ID:** 970167
Record Date: 04/09/2015	**Meeting Type:** Annual	**Ticker:** PCLN	
Primary CUSIP: 741503403	**Primary ISIN:** US7415034039	**Primary SEDOL:** 2779063	**Proxy Level:** 3

	Shares Voted: 475	**Votable Shares:** 475	***Shares on Loan:** 0	**Shares Instructed:** 475
Total Ballots: 1	**Voting Policy:** UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy M. Armstrong	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Howard W. Barker, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Jeffery H. Boyd	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director Jan L. Docter	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director Jeffrey E. Epstein	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.6	Elect Director James M. Guyette	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director Darren R. Huston	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.8	Elect Director Charles H. Noski	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.9	Elect Director Nancy B. Peretsman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.10	Elect Director Thomas E. Rothman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.11	Elect Director Craig W. Rydin	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

The Priceline Group Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as incentive plans are performance-based and use goals that have proper rigor. Further, pay and performance were reasonably aligned-even considering the larger equity grant due to the CEO's promotion. Some concerns were identified such as large incentive payments on a plan that has high targeted pay, is not capped, and the individual award determination is not formulaic. In addition, the company uses adjusted EBITDA as the sole financial determinant for both the performance-based cash bonus and PSU plan.						
4	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.						
5	Adopt Proxy Access Right	SH	Yes	Against	For	For	For
	Voting Policy Rationale: Given that the terms of this proposal are more favorable than the recently- adopted proxy access bylaw, a vote FOR this item is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	05/21/2015	Auto-Approved	05/21/2015	475	475
						Total Shares:	**475**	**475**

ICF International, Inc.

Meeting Date: 06/05/2015 **Country:** USA **Primary Security ID:** 44925C103 **Meeting ID:** 971376
Record Date: 04/06/2015 **Meeting Type:** Annual **Ticker:** ICFI

Primary CUSIP: 44925C103 **Primary ISIN:** US44925C1036 **Primary SEDOL:** B1FP363 **Proxy Level:** 3

Shares Voted: 757 **Votable Shares:** 757 ***Shares on Loan:** 0 **Shares Instructed:** 757
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cheryl W. Grise	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Eileen O'Shea Auen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card 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 Account Manager with any questions.*

ICF International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card 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 no significant concerns were found in reviewing the company's executive compensation practices at this time.						
5	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/27/2015	Auto-Approved	05/27/2015	757	757
						Total Shares:	**757**	**757**

Wal-Mart Stores, Inc.

Meeting Date: 06/05/2015 **Country:** USA **Primary Security ID:** 931142103 **Meeting ID:** 970310
Record Date: 04/10/2015 **Meeting Type:** Annual **Ticker:** WMT

Primary CUSIP: 931142103 **Primary ISIN:** US9311421039 **Primary SEDOL:** 2936921 **Proxy Level:** 3

Shares Voted: 70 **Votable Shares:** 70 ***Shares on Loan:** 0 **Shares Instructed:** 70
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aida M. Alvarez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director James I. Cash, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Roger C. Corbett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Pamela J. Craig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Michael T. Duke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Wal-Mart Stores, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Thomas W. Horton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Marissa A. Mayer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director C. Douglas McMillon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Gregory B. Penner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Steven S. Reinemund	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1l	Elect Director Kevin Y. Systrom	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1m	Elect Director Jim C. Walton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1n	Elect Director S. Robson Walton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1o	Elect Director Linda S. Wolf	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted, with caution. CtW Investment Group is conducting a "Vote No" campaign, urging shareholders to oppose this proposal due to the decreasing rigor of performance goals and numerous adjustments to incentive plan results that it believes create "misaligned incentives." While Wal-Mart may indeed be a poster child for complex compensation programs that obscure the connection between strategy, incentives, and payouts, as of the end of FY2015 pay and performance are reasonably aligned, and the company has taken some steps to respond to shareholders' questions and concerns about its programs.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted. Note also that the proposal is on ballot for Section 162(m) approval, the compensation committee is fully independent, and proposed plan amendments are positive.						

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

Wal-Mart Stores, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Disclosure of Recoupment Activity from Senior Officers	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted. Adoption of the proposal would provide shareholders with confirmation of whether the company's clawback policy has been used to hold senior executives accountable for significant financial or reputational harm caused by misconduct, or failure to properly monitor or oversee risks leading to misconduct, without putting the company at a competitive disadvantage or causing undue burden.						
6	Provide Proxy Access Right	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted, as adoption of proxy access will enhance shareholder rights while providing necessary safeguards to the nomination process.						
7	Adopt Quantitative GHG Goals for Maritime Shipping	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted. Adoption of quantitative GHG emissions reduction goals specific to the international marine shipping of products sold in Wal-Mart's stores, and the disclosure of related GHG emissions performance would enable the company to better manage these specific GHG emissions. Creating and reporting quantitative 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 them.						
8	Report on Incentive Compensation Plans	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted, as shareholders would benefit from enhanced disclosure about the relationship between the company's incentive program metrics and certain actual performance, in light of continuing lackluster performance in the last several years.						
9	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted. Despite the company's progress on its compliance efforts related to the FCPA matter, some shareholders may remain concerned given that they have yet to be informed, even at a high level, about any findings from the related investigations and whether executives will be held accountable for related compliance failures. Furthermore, the lead director must serve as a counterweight to the chair, who is also the controlling shareholder, to the vice chair, who is the son-in-law of the chair, and the CEO. This results in a very cumbersome board leadership structure. In addition, the company has underperformed its four-digit GICS peers and the broader index over the three and five year periods.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	05/27/2015	Auto-Approved	05/27/2015	70	70
						Total Shares:	**70**	**70**

William Lyon Homes

Meeting Date: 06/05/2015 **Country:** USA **Primary Security ID:** 552074700 **Meeting ID:** 971608
Record Date: 04/13/2015 **Meeting Type:** Annual **Ticker:** WLH

Primary CUSIP: 552074700 **Primary ISIN:** US5520747008 **Primary SEDOL:** B9C60K8 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

William Lyon Homes

Shares Voted: 2,525 **Votable Shares:** 2,525 ***Shares on Loan:** 0 **Shares Instructed:** 2,525

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas K. Ammerman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Michael Barr	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Gary H. Hunt	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director William Lyon	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director William H. Lyon	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.6	Elect Director Matthew R. Niemann	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director Nathaniel Redleaf	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.8	Elect Director Lynn Carlson Schell	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant issues of concern were found in reviewing the company's executive compensation practices at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/27/2015	Auto-Approved	05/27/2015	2,525	2,525
						Total Shares:	**2,525**	**2,525**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

William Lyon Homes

Diamondback Energy, Inc.

Meeting Date: 06/08/2015 **Country:** USA **Primary Security ID:** 25278X109 **Meeting ID:** 973632
Record Date: 04/14/2015 **Meeting Type:** Annual **Ticker:** FANG

Primary CUSIP: 25278X109 **Primary ISIN:** US25278X1090 **Primary SEDOL:** B7Y8YR3 **Proxy Level:** 3

Shares Voted: 747 **Votable Shares:** 747 ***Shares on Loan:** 0 **Shares Instructed:** 747
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven E. West	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Travis D. Stice	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Michael P. Cross	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director David L. Houston	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director Mark L. Plaumann	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent 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, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						
3	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/27/2015	Auto-Approved	05/27/2015	747	747
						Total Shares:	**747**	**747**

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

Proofpoint, Inc.

Meeting Date: 06/08/2015 **Country:** USA **Primary Security ID:** 743424103 **Meeting ID:** 971340
Record Date: 04/15/2015 **Meeting Type:** Annual **Ticker:** PFPT

Primary CUSIP: 743424103 **Primary ISIN:** US7434241037 **Primary SEDOL:** B6VDQC3 **Proxy Level:** 3

Shares Voted: 1,575 **Votable Shares:** 1,575 ***Shares on Loan:** 0 **Shares Instructed:** 1,575
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Anthony Bettencourt	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Dana Evan	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Gary Steele	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Score Card (EPSC), a vote AGAINST this proposal is warranted, due to the following key factors: The plan permits repricing and/or exchange of grants without shareholder approval;* The plan permits cash buyout of awards without shareholder approval;* Plan cost is excessive;* The plan permits liberal recycling of shares; and* The plan allows broad discretion to accelerate vesting.*						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/27/2015	Auto-Approved	05/27/2015	1,575	1,575
						Total Shares:	**1,575**	**1,575**

Best Buy Co., Inc.

Meeting Date: 06/09/2015 **Country:** USA **Primary Security ID:** 086516101 **Meeting ID:** 972773
Record Date: 04/13/2015 **Meeting Type:** Annual **Ticker:** BBY

Primary CUSIP: 086516101 **Primary ISIN:** US0865161014 **Primary SEDOL:** 2094670 **Proxy Level:** 3

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Best Buy Co., Inc.

Shares Voted: 851 **Votable Shares:** 851 ***Shares on Loan:** 0 **Shares Instructed:** 851

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradbury H. Anderson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.						
1b	Elect Director Lisa M. Caputo	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.						
1c	Elect Director J. Patrick Doyle	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.						
1d	Elect Director Russell P. Fradin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.						
1e	Elect Director Kathy J. Higgins Victor	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.						
1f	Elect Director Hubert Joly	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.						
1g	Elect Director David W. Kenny	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.						
1h	Elect Director Thomas L. 'Tommy' Millner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.						
1i	Elect Director Gerard R. Vittecoq	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity. The board does not include at least one minority director after the election.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: On balance, a vote FOR this proposal is warranted. The short-term incentive program was predominantly based on objective measures and utilized reasonably rigorous performance targets. The CEO's equity pay mix was approximately half performance-conditioned, although the vesting design could be more rigorous. CEO total pay remained flat and comparable to peers, while TSR rebounded during FY2015.						

Ballot Details

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

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Best Buy Co., Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	05/27/2015	Auto-Approved	05/27/2015	851	851
						Total Shares:	**851**	**851**

BioMarin Pharmaceutical Inc.

Meeting Date: 06/09/2015 **Country:** USA **Primary Security ID:** 09061G101 **Meeting ID:** 970633
Record Date: 04/10/2015 **Meeting Type:** Annual **Ticker:** BMRN

Primary CUSIP: 09061G101 **Primary ISIN:** US09061G1013 **Primary SEDOL:** 2437071 **Proxy Level:** 3

Shares Voted: 3,550 **Votable Shares:** 3,550 ***Shares on Loan:** 0 **Shares Instructed:** 3,550
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jean-Jacques Bienaime	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Michael Grey	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.3	Elect Director Elaine J. Heron	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.4	Elect Director Pierre Lapalme	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.5	Elect Director V. Bryan Lawlis	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.6	Elect Director Richard A. Meier	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director Alan J. Lewis	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.8	Elect Director William D. Young	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						

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

BioMarin Pharmaceutical Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Kenneth M. Bate	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.10	Elect Director Dennis J. Slamon	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card 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. After a review of the company's compensation program and practices, pay and performance appear reasonably aligned at this time.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
5	Report on Sustainability	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted due to: the absence of comprehensive sustainability-related company performance disclosure and related policies, initiatives, and oversight mechanisms; and* the potential benefits for shareholders of increased reporting on a broader array of environmental and social issues and related risks and benefits.*						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	05/28/2015	Auto-Approved	05/28/2015	3,550	3,550
						Total Shares:	**3,550**	**3,550**

General Motors Company

Meeting Date: 06/09/2015 **Country:** USA **Primary Security ID:** 37045V100 **Meeting ID:** 971359
Record Date: 04/10/2015 **Meeting Type:** Annual **Ticker:** GM

Primary CUSIP: 37045V100 **Primary ISIN:** US37045V1008 **Primary SEDOL:** B665KZ5 **Proxy Level:** 3

Shares Voted: 910 **Votable Shares:** 910 ***Shares on Loan:** 0 **Shares Instructed:** 910
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph J. Ashton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

General Motors Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Mary T. Barra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Stephen J. Girsky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Linda R. Gooden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Joseph Jimenez, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Kathryn V. Marinello	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1g	Elect Director Michael G. Mullen	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1h	Elect Director James J. Mulva	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Thomas M. Schoewe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Theodore M. Solso	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director Carol M. Stephenson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably well aligned at this time.						
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board and given that the company faces significant reputational challenges in light of the recently announced vehicle recalls.						

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

General Motors Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Provide for Cumulative Voting	SH	Yes	Against	For	For	For
	Voting Policy Rationale: Always vote FOR this proposal.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	06/02/2015	Auto-Approved	06/02/2015	910	910
						Total Shares:	**910**	**910**

athenahealth, Inc.

Meeting Date: 06/10/2015 **Country:** USA **Primary Security ID:** 04685W103 **Meeting ID:** 974356
Record Date: 04/15/2015 **Meeting Type:** Annual **Ticker:** ATHN

Primary CUSIP: 04685W103 **Primary ISIN:** US04685W1036 **Primary SEDOL:** B24FJV8 **Proxy Level:** 3

Shares Voted: 1,900 **Votable Shares:** 1,900 ***Shares on Loan:** 0 **Shares Instructed:** 1,900
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jacqueline B. Kosecoff	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director David E. Robinson	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, but with caution. While CEO's total pay increased by 10.9 percent and remains significantly higher than the peer median, 90.5 percent of total pay consist of performance-based stock options. Though the company lowered the performance thresholds for NEO's (other than the CEO) cash-awards, the cash payments were well below target and in line with overall company performance.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	06/02/2015	Auto-Approved	06/02/2015	1,900	1,900
						Total Shares:	**1,900**	**1,900**

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

athenahealth, Inc.

Biogen Inc.

Meeting Date: 06/10/2015 **Country:** USA **Primary Security ID:** 09062X103 **Meeting ID:** 974581
Record Date: 04/15/2015 **Meeting Type:** Annual **Ticker:** BIIB

Primary CUSIP: 09062X103 **Primary ISIN:** US09062X1037 **Primary SEDOL:** 2455965 **Proxy Level:** 3

Shares Voted: 1,500 **Votable Shares:** 1,500 ***Shares on Loan:** 0 **Shares Instructed:** 1,500
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexander J. Denner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Caroline D. Dorsa	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.3	Elect Director Nancy L. Leaming	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.4	Elect Director Richard C. Mulligan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.5	Elect Director Robert W. Pangia	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.6	Elect Director Stelios Papadopoulos	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.7	Elect Director Brian S. Posner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.8	Elect Director Eric K. Rowinsky	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.9	Elect Director George A. Scangos	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.10	Elect Director Lynn Schenk	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						

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

Biogen Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Stephen A. Sherwin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.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: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. After a review of the company's compensation program and practices, pay and performance appear reasonably aligned at this time.						
4	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.						
5	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 the repricing of stock options without shareholder approval; and The equity burn rate is reasonable.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	05/28/2015	Auto-Approved	05/28/2015	1,500	1,500
						Total Shares:	**1,500**	**1,500**

LendingClub Corporation

Meeting Date: 06/10/2015 **Country:** USA **Primary Security ID:** 52603A109 **Meeting ID:** 971266
Record Date: 04/14/2015 **Meeting Type:** Annual **Ticker:** LC

Primary CUSIP: 52603A109 **Primary ISIN:** US52603A1097 **Primary SEDOL:** BRYFYB8 **Proxy Level:** 3

Shares Voted: 8,900 **Votable Shares:** 8,900 ***Shares on Loan:** 0 **Shares Instructed:** 8,900
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Daniel Ciporin	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee attended less than 75% of the board and committee meetings that they were scheduled to attend during the previous fiscal year without a valid excuse (e.g. illness, work on behalf of the company, service to the nation).The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

LendingClub Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Jeffrey Crowe	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of an ANNUAL Management Say on Pay proposal is warranted.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	05/29/2015	Auto-Approved	05/29/2015	8,900	8,900
						Total Shares:	**8,900**	**8,900**

Target Corporation

Meeting Date: 06/10/2015 **Country:** USA **Primary Security ID:** 87612E106 **Meeting ID:** 972092
Record Date: 04/13/2015 **Meeting Type:** Annual **Ticker:** TGT

Primary CUSIP: 87612E106 **Primary ISIN:** US87612E1064 **Primary SEDOL:** 2259101 **Proxy Level:** 3

Shares Voted: 1,240 **Votable Shares:** 1,240 ***Shares on Loan:** 0 **Shares Instructed:** 1,240
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Roxanne S. Austin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Douglas M. Baker, 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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1c	Elect Director Brian C. Cornell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Calvin Darden	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Target Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Henrique De Castro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Mary E. Minnick	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Anne M. Mulcahy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Derica W. Rice	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Kenneth L. Salazar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director John G. Stumpf	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The high CEO pay for 2014 is due to make-whole equity grants in connection with his hire. Specifically, the new CEO received nearly $14 million in make-whole compensation, most of which is performance-based with reasonably rigorous TSR-vesting conditions. Further, all of his incentive compensation for fiscal 2014 was forfeited due to the company's failure to achieve its 162(m) performance hurdle necessary to trigger payouts. Severance pay to the former CEO does not appear excessive.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
5	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.						
6	Cease Discrimination in Hiring, Vendor Contracts, or Customer Relations	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted based on the company's current disclosure of its diversity and fair employment policies, practices, and initiatives, and because of the benefits to the company from maintaining a diverse workforce and an inclusive work environment.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	06/02/2015	Auto-Approved	06/02/2015	1,240	1,240

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

Target Corporation

Total Shares:	**1,240**	**1,240**

EPAM Systems, Inc.

Meeting Date: 06/11/2015 **Country:** USA **Primary Security ID:** 29414B104 **Meeting ID:** 974571
Record Date: 04/15/2015 **Meeting Type:** Annual **Ticker:** EPAM

Primary CUSIP: 29414B104 **Primary ISIN:** US29414B1044 **Primary SEDOL:** B44Z3T8 **Proxy Level:** 3

Shares Voted: 1,267 **Votable Shares:** 1,267 ***Shares on Loan:** 0 **Shares Instructed:** 1,267

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arkadiy Dobkin	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Robert E. Segert	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices 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 Management Say on Pay proposal is warranted.						
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Score Card (EPSC), a vote AGAINST this proposal is warranted because the estimated plan cost is excessive.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/28/2015	Auto-Approved	05/28/2015	1,267	1,267
						Total Shares:	**1,267**	**1,267**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Facebook, Inc.

Meeting Date: 06/11/2015 **Country:** USA **Primary Security ID:** 30303M102 **Meeting ID:** 971381
Record Date: 04/13/2015 **Meeting Type:** Annual **Ticker:** FB

Primary CUSIP: 30303M102 **Primary ISIN:** US30303M1027 **Primary SEDOL:** B7TL820 **Proxy Level:** 3

Shares Voted: 10,275 **Votable Shares:** 10,275 ***Shares on Loan:** 0 **Shares Instructed:** 10,275
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marc L. Andreessen	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is 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 Erskine B. Bowles	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is 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.						
1.3	Elect Director Susan D. Desmond-Hellmann	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is 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 Reed Hastings	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.5	Elect Director Jan Koum	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is non-independent and the board lacks a key committee.						
1.6	Elect Director Sheryl K. Sandberg	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is non-independent and the board lacks a key committee.						
1.7	Elect Director Peter A. Thiel	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.8	Elect Director Mark Zuckerberg	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is non-independent and the board lacks a key committee.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Score Card (EPSC), a vote AGAINST this proposal is warranted, due to the following key factors: The plan permits repricing and/or exchange of grants without shareholder approval.* The plan permits cash buyout of awards without shareholder approval.* Plan cost is excessive* The plan permits liberal recycling of shares*						

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

Facebook, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	Voting Policy Rationale: Dual-class voting structures are generally designed to preserve or increase the voting power of insiders or a significant shareholder. Furthermore, a structure with one class having super-voting rights perpetuates an unequal voting structure which could have an adverse impact on Class A shareholders. Providing equal voting rights for the Class A shares would represent an improvement in shareholders' rights. As such, support FOR this proposal is warranted.						
5	Report on Sustainability	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted due to: the absence of information regarding comprehensive sustainability-related company performance as well as related policies, initiatives, and oversight mechanisms; and* the potential benefits for shareholders of increased reporting on a broader array of environmental and social issues and related risks and benefits.*						
6	Report on Human Rights Risk Assessment Process	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted because shareholders would benefit from additional information on how the company is assessing human rights risks, including additional information on how it is managing compliance with its policies and related oversight mechanisms.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	06/03/2015	Auto-Approved	06/03/2015	10,275	10,275
						Total Shares:	**10,275**	**10,275**

On Assignment, Inc.

Meeting Date: 06/11/2015 **Country:** USA **Primary Security ID:** 682159108 **Meeting ID:** 970627
Record Date: 04/13/2015 **Meeting Type:** Annual **Ticker:** ASGN

Primary CUSIP: 682159108 **Primary ISIN:** US6821591087 **Primary SEDOL:** 2658720 **Proxy Level:** 3

Shares Voted: 1,595 **Votable Shares:** 1,595 ***Shares on Loan:** 0 **Shares Instructed:** 1,595
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeremy M. Jones	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director Marty R. Kittrell	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						

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

On Assignment, 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 no significant issues of concern were found in reviewing the company's executive compensation practices at this time.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/29/2015	Auto-Approved	05/29/2015	1,595	1,595
						Total Shares:	**1,595**	**1,595**

PINNACLE FOODS INC.

Meeting Date: 06/11/2015 **Country:** USA **Primary Security ID:** 72348P104 **Meeting ID:** 970306
Record Date: 04/15/2015 **Meeting Type:** Annual **Ticker:** PF

Primary CUSIP: 72348P104 **Primary ISIN:** US72348P1049 **Primary SEDOL:** B94DGV0 **Proxy Level:** 3

Shares Voted: 1,644 **Votable Shares:** 1,644 ***Shares on Loan:** 0 **Shares Instructed:** 1,644
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ann Fandozzi	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Jason Giordano	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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	05/28/2015	Auto-Approved	05/28/2015	1,644	1,644

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

PINNACLE FOODS INC.

Total Shares:	**1,644**	**1,644**

Splunk Inc.

Meeting Date: 06/11/2015 **Country:** USA **Primary Security ID:** 848637104 **Meeting ID:** 974708
Record Date: 04/15/2015 **Meeting Type:** Annual **Ticker:** SPLK

Primary CUSIP: 848637104 **Primary ISIN:** US8486371045 **Primary SEDOL:** B424494 **Proxy Level:** 3

Shares Voted: 5,800 **Votable Shares:** 5,800 ***Shares on Loan:** 0 **Shares Instructed:** 5,800
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Newberry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director Graham Smith	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.The nominee is 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 Godfrey Sullivan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. After the failed say-on-pay vote in 2014, the company conducted a comprehensive shareholder outreach program and made a number of changes in response to shareholders' concerns. Specifically, the company introduced performance-vesting equity in fiscal 2016, disclosed the goals under its short-term incentive plan, and adopted a clawback policy and stock ownership guidelines. CEO total pay decreased substantially with no new equity awards made in fiscal 2015 following a mega RSU grant made in the year prior (a substantial portion of which was voluntarily forfeited). CEO pay and company performance show reasonable alignment for the year in review.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	06/03/2015	Auto-Approved	06/03/2015	5,800	5,800
						Total Shares:	**5,800**	**5,800**

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

Benefitfocus, Inc.

Meeting Date: 06/12/2015 **Country:** USA **Primary Security ID:** 08180D106 **Meeting ID:** 974582
Record Date: 04/17/2015 **Meeting Type:** Annual **Ticker:** BNFT

Primary CUSIP: 08180D106 **Primary ISIN:** US08180D1063 **Primary SEDOL:** BDFN1P6 **Proxy Level:** 1

Shares Voted: 1,830 **Votable Shares:** 1,830 ***Shares on Loan:** 0 **Shares Instructed:** 1,830
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mason R. Holland, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.The board is not majority independent.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Ann H. Lamont	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee.The board is not majority independent.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Stephen M. Swad	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	06/03/2015	Auto-Approved	06/03/2015	1,830	1,830
						Total Shares:	**1,830**	**1,830**

Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/12/2015 **Country:** USA **Primary Security ID:** 75886F107 **Meeting ID:** 969772
Record Date: 04/16/2015 **Meeting Type:** Annual **Ticker:** REGN

Primary CUSIP: 75886F107 **Primary ISIN:** US75886F1075 **Primary SEDOL:** 2730190 **Proxy Level:** 3

Shares Voted: 1,600 **Votable Shares:** 1,600 ***Shares on Loan:** 0 **Shares Instructed:** 1,600
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles A. Baker	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.WITHHOLD votes are warranted for Compensation Committee members Charles A. Baker and George L. Sing, as well as Compensation Committee chairman Marc Tessier-Lavigne, for persistent concerns regarding the Committee's compensation decisions. The company continues to grant sizable option awards to its CEO beyond what shareholders may consider to be reasonable, even when considering the company's continued strong performance.						

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

Regeneron Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Arthur F. Ryan	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1.3	Elect Director George L. Sing	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.WITHHOLD votes are warranted for Compensation Committee members Charles A. Baker and George L. Sing, as well as Compensation Committee chairman Marc Tessier-Lavigne, for persistent concerns regarding the Committee's compensation decisions. The company continues to grant sizable option awards to its CEO beyond what shareholders may consider to be reasonable, even when considering the company's continued strong performance.						
1.4	Elect Director Marc Tessier-Lavigne	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for Compensation Committee members Charles A. Baker and George L. Sing, as well as Compensation Committee chairman Marc Tessier-Lavigne, for persistent concerns regarding the Committee's compensation decisions. The company continues to grant sizable option awards to its CEO beyond what shareholders may consider to be reasonable, even when considering the company's continued strong performance.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Approve Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction.						
4	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 is reasonable (160,000,000 shares is equal to the allowable threshold) and there are no concerns about the company's past use of shares.						
5	Proxy Access	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this non-binding proposal is warranted because adoption of proxy access will enhance shareholder rights while providing necessary safeguards to the nomination process.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 020407420511	020407420511	Confirmed	Auto-Instructed	05/29/2015	Auto-Approved	05/29/2015	1,600	1,600
						Total Shares:	**1,600**	**1,600**

K2M Group Holdings, Inc.

Meeting Date: 06/16/2015 **Country:** USA **Primary Security ID:** 48273J107 **Meeting ID:** 973516
Record Date: 04/20/2015 **Meeting Type:** Annual **Ticker:** KTWO

Primary CUSIP: 48273J107 **Primary ISIN:** US48273J1079 **Primary SEDOL:** BLTVX90 **Proxy Level:** 1

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

K2M Group Holdings, Inc.

Shares Voted: 3,837 **Votable Shares:** 3,837 ***Shares on Loan:** 0 **Shares Instructed:** 3,837

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul B. Queally	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Raymond A. Ranelli	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Eric D. Major	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	06/02/2015	Auto-Approved	06/02/2015	3,837	3,837
						Total Shares:	**3,837**	**3,837**

Spirit Airlines, Inc.

Meeting Date: 06/16/2015 **Country:** USA **Primary Security ID:** 848577102 **Meeting ID:** 972954
Record Date: 04/17/2015 **Meeting Type:** Annual **Ticker:** SAVE

Primary CUSIP: 848577102 **Primary ISIN:** US8485771021 **Primary SEDOL:** B3ZG8F4 **Proxy Level:** 3

Shares Voted: 822 **Votable Shares:** 822 ***Shares on Loan:** 0 **Shares Instructed:** 822

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert D. Johnson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Barclay G. Jones, III	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

Spirit Airlines, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Dawn M. Zier	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Total CEO pay increased significantly due to a special one-time retention stock grant that lacks performance vesting criteria. Disclosure surrounding the retentive need for the special award is also very limited. Additional concerns are raised by non-rigorous annual incentive goals and lack of disclosed equity incentive goals.						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	06/06/2015	Auto-Approved	06/06/2015	822	822
						Total Shares:	**822**	**822**

Ellie Mae, Inc.

Meeting Date: 06/17/2015 **Country:** USA **Primary Security ID:** 28849P100 **Meeting ID:** 970660
Record Date: 04/20/2015 **Meeting Type:** Annual **Ticker:** ELLI

Primary CUSIP: 28849P100 **Primary ISIN:** US28849P1003 **Primary SEDOL:** B532X75 **Proxy Level:** 3

Shares Voted: 1,410 **Votable Shares:** 1,410 ***Shares on Loan:** 0 **Shares Instructed:** 1,410
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sigmund Anderman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Craig Davis	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director Frank Schultz	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

Ellie Mae, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the reasonable alignment between pay and performance at this time.						
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.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	06/03/2015	Auto-Approved	06/03/2015	1,410	1,410
						Total Shares:	**1,410**	**1,410**

Stamps.com Inc.

Meeting Date: 06/17/2015 **Country:** USA **Primary Security ID:** 852857200 **Meeting ID:** 972801
Record Date: 04/17/2015 **Meeting Type:** Annual **Ticker:** STMP

Primary CUSIP: 852857200 **Primary ISIN:** US8528572006 **Primary SEDOL:** B013D75 **Proxy Level:** 3

Shares Voted: 483 **Votable Shares:** 483 ***Shares on Loan:** 0 **Shares Instructed:** 483
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director G. Bradford Jones	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.There is at least 20 percent diversity.The board does not include at least one woman director after the election.						
1.2	Elect Director Lloyd I. Miller	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent.There is at least 20 percent diversity.The board does not include at least one woman director after the election.						
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 company does not fully disclose the performance goals under the annual incentive program and made discretionary upward adjustments to the award amount. Further, the CEO's total pay increased by fivefold due to a $5 million stock option grant that is entirely time-vesting.						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card 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 Account Manager with any questions.*

Stamps.com 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: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	06/06/2015	Auto-Approved	06/06/2015	483	483
						Total Shares:	**483**	**483**

ZELTIQ Aesthetics, Inc.

Meeting Date: 06/17/2015 **Country:** USA **Primary Security ID:** 98933Q108 **Meeting ID:** 974442
Record Date: 04/27/2015 **Meeting Type:** Annual **Ticker:** ZLTQ

Primary CUSIP: 98933Q108 **Primary ISIN:** US98933Q1085 **Primary SEDOL:** B715V43 **Proxy Level:** 3

Shares Voted: 2,077 **Votable Shares:** 2,077 ***Shares on Loan:** 0 **Shares Instructed:** 2,077
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary M. Fisher	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.2	Elect Director Jean M. George	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.The nominee is employed full-time and sits on boards at more than 2 public companies.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	06/03/2015	Auto-Approved	06/03/2015	2,077	2,077
						Total Shares:	**2,077**	**2,077**

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

ZELTIQ Aesthetics, Inc.

Allegiant Travel Company

Meeting Date: 06/18/2015 **Country:** USA **Primary Security ID:** 01748X102 **Meeting ID:** 974565
Record Date: 04/20/2015 **Meeting Type:** Annual **Ticker:** ALGT

Primary CUSIP: 01748X102 **Primary ISIN:** US01748X1028 **Primary SEDOL:** B15M2C3 **Proxy Level:** 2

Shares Voted: 189 **Votable Shares:** 189 ***Shares on Loan:** 0 **Shares Instructed:** 189
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Montie R. Brewer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1b	Elect Director Gary Ellmer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1c	Elect Director Maurice J. Gallagher, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1d	Elect Director Linda A. Marvin	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.A vote AGAINST Audit Committee chair Linda A. Marvin is warranted due to excessive related party transaction payments to entities affiliated or controlled by CEO Maurice J. Gallagher Jr.						
1e	Elect Director Charles W. Pollard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1f	Elect Director John Redmond	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Ernst & Young, LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Pro-rata Vesting of Equity Awards	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The request for pro rata vesting of equity awards up to the time of an executive's termination will further align the interests of executives with shareholders.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	06/11/2015	Auto-Approved	06/11/2015	189	189
						Total Shares:	**189**	**189**

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

Allegiant Travel Company

Cavium, Inc.

Meeting Date: 06/18/2015 **Country:** USA **Primary Security ID:** 14964U108 **Meeting ID:** 973487
Record Date: 04/22/2015 **Meeting Type:** Annual **Ticker:** CAVM

Primary CUSIP: 14964U108 **Primary ISIN:** US14964U1088 **Primary SEDOL:** B3TWGL0 **Proxy Level:** 3

Shares Voted: 1,026 **Votable Shares:** 1,026 ***Shares on Loan:** 0 **Shares Instructed:** 1,026
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sanjay Mehrotra	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one woman director after the election.						
1.2	Elect Director Madhav V. Rajan	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one woman director after the election.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. In response to the relatively low support for the 2014 say-on-pay proposal, the company conducted a shareholder outreach program and made a number of changes in response to shareholder concerns. Most notably, the company introduced performance-conditioned equity awards in 2014, and these awards make up a majority of the CEO's equity pay mix for 2015. Also, CEO pay is reasonably aligned with the company's strong TSR performance for the year in review.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	06/06/2015	Auto-Approved	06/06/2015	1,026	1,026
						Total Shares:	**1,026**	**1,026**

Office Depot, Inc.

Meeting Date: 06/19/2015 **Country:** USA **Primary Security ID:** 676220106 **Meeting ID:** 978656
Record Date: 04/29/2015 **Meeting Type:** Annual **Ticker:** ODP

Primary CUSIP: 676220106 **Primary ISIN:** US6762201068 **Primary SEDOL:** 2655981 **Proxy Level:** 5

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Office Depot, Inc.

Shares Voted: 467 **Votable Shares:** 467 ***Shares on Loan:** 0 **Shares Instructed:** 467

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR the merger transaction is warranted given the strategic rationale, meaningful premium, and positive market reaction.						
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Significant concerns are raised with respect to the treatment of NEOs' outstanding equity awards, the value of which represents the bulk of their golden parachute payments. Specifically, time-based awards will be automatically accelerated in connection with the transaction (single trigger). Mid-cycle performance stock units that were scheduled to cliff-vest after three years based on 2014-2016 performance will instead vest in full and be deemed earned at 133.3 percent of target. These concerns are underscored by the sizable payments expected for CEO Smith â€" his equity award-related payments are estimated at over $39 million, which comprises more than 80 percent of his total golden parachute payments of $47 million.						
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this request is warranted in light of support for the underlying merger transaction.						
4a	Elect Director Roland C. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
4b	Elect Director Warren F. Bryant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
4c	Elect Director Rakesh Gangwal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
4d	Elect Director Cynthia T. Jamison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
4e	Elect Director V. James Marino	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
4f	Elect Director Michael J. Massey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
4g	Elect Director Francesca Ruiz de Luzuriaga	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
4h	Elect Director David M. Szymanski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
4i	Elect Director Nigel Travis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Office Depot, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4j	Elect Director Joseph Vassalluzzo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
6	Approve Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: The plan enables the company to preserve the financial benefits of the Section 162(m) tax deduction; and The committee administering the plan is composed entirely of independent directors.						
7	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
8	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 for the year in review and incentive programs are sufficiently performance-based. The company has acknowledged the relatively low 2014 say-on-pay vote result and disclosed substantial shareholder engagement efforts to understand shareholders' concerns. As a result, the company implemented certain changes to the compensation programs based on the feedback received and in light of the pending merger.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	06/09/2015	Auto-Approved	06/09/2015	467	467
						Total Shares:	**467**	**467**

Time Warner Inc.

Meeting Date: 06/19/2015 **Country:** USA **Primary Security ID:** 887317303 **Meeting ID:** 971347
Record Date: 04/20/2015 **Meeting Type:** Annual **Ticker:** TWX

Primary CUSIP: 887317303 **Primary ISIN:** US8873173038 **Primary SEDOL:** B63QTN2 **Proxy Level:** 3

Shares Voted: 1,361 **Votable Shares:** 1,361 ***Shares on Loan:** 0 **Shares Instructed:** 1,361
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James L. Barksdale	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1b	Elect Director William P. Barr	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

Time Warner Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Jeffrey L. Bewkes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1d	Elect Director Stephen F. Bollenbach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1e	Elect Director Robert C. 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.There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1f	Elect Director Mathias Dopfner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1g	Elect Director Jessica P. Einhorn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1h	Elect Director Carlos M. Gutierrez	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
1i	Elect Director Fred Hassan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1j	Elect Director Kenneth J. Novack	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1k	Elect Director Paul D. Wachter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1l	Elect Director Deborah C. Wright	Mgmt	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 both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted as pay appears to be reasonably aligned with performance and no problematic practices have been identified at this time.						
4	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.						

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

Time Warner Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Board Oversight of Tobacco Use Depicted in Products	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted as it would serve to further strengthen the company's commitment to reduce or eliminate tobacco depictions in feature films as well as augment its existing oversight mechanisms.						
6	Adopt Quantitative GHG Goals for Operations	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's management of its GHG emissions and the adoption of GHG emissions reduction goals would aid shareholders in assessing the company's related performance and management.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	06/09/2015	Auto-Approved	06/09/2015	1,361	1,361
						Total Shares:	**1,361**	**1,361**

Restoration Hardware Holdings, Inc.

Meeting Date: 06/24/2015 **Country:** USA **Primary Security ID:** 761283100 **Meeting ID:** 977323
Record Date: 05/08/2015 **Meeting Type:** Annual **Ticker:** RH

Primary CUSIP: 761283100 **Primary ISIN:** US7612831005 **Primary SEDOL:** B8V9GG9 **Proxy Level:** 3

Shares Voted: 676 **Votable Shares:** 676 ***Shares on Loan:** 0 **Shares Instructed:** 676
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary Friedman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Carlos Alberini	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director J. Michael Chu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Despite the fact that sizable equity grants to the CEO were not repeated in fiscal 2014, the company did not sufficiently respond to low support for Compensation Committee member Thomas Mottola at last year's annual meeting, as no outreach to investors is disclosed in the 2015 proxy.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Restoration Hardware Holdings, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	06/16/2015	Auto-Approved	06/16/2015	676	676
						Total Shares:	**676**	**676**

Yahoo! Inc.

Meeting Date: 06/24/2015 **Country:** USA **Primary Security ID:** 984332106 **Meeting ID:** 973521
Record Date: 04/27/2015 **Meeting Type:** Annual **Ticker:** YHOO

Primary CUSIP: 984332106 **Primary ISIN:** US9843321061 **Primary SEDOL:** 2986539 **Proxy Level:** 3

Shares Voted: 154 **Votable Shares:** 154 ***Shares on Loan:** 0 **Shares Instructed:** 154
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Filo	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.2	Elect Director Susan M. James	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.3	Elect Director Max R. Levchin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.4	Elect Director Marissa A. Mayer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.5	Elect Director Thomas J. McInerney	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.6	Elect Director Charles R. Schwab	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.7	Elect Director H. Lee Scott, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						
1.8	Elect Director Jane E. Shaw	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.						

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

Yahoo! Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Maynard G. Webb, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is at least 20 percent diversity.The board does not include at least one minority director after the election.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. The majority of the CEO's $42 million pay is attributable to performance-based new hire grants approved in 2012 but disclosed in 2014, the increased reported value of which is due to the company's rapidly rising stock price. Incentive compensation relating to 2014 is predominantly linked to objective performance criteria and goals appear to have been sufficiently challenging, as awards were earned below target. However, shareholders should continue to closely monitor the company's pay programs and in particular CEO pay magnitude going forward. As two tranches of the 2012 retention award remain outstanding, reported CEO pay will likely remain elevated next year, but pay levels should begin to normalize thereafter.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	Establish Board Committee on Human Rights	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because: The creation of a human rights committee, as requested, should serve to further strengthen Yahoo's commitment to universal human rights as well as augment its existing human rights-related oversight mechanisms.* The establishment of a human rights-focused board committee should not be unduly burdensome and should enhance and complement the company's capacity to manage human rights risks in the long-term, for the ultimate benefit of shareholders.*						
5	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	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 020407420243	020407420243	Confirmed	Auto-Instructed	06/11/2015	Auto-Approved	06/11/2015	154	154
						Total Shares:	**154**	**154**

Apogee Enterprises, Inc.

Meeting Date: 06/25/2015 **Country:** USA **Primary Security ID:** 037598109 **Meeting ID:** 977320
Record Date: 05/04/2015 **Meeting Type:** Annual **Ticker:** APOG

Primary CUSIP: 037598109 **Primary ISIN:** US0375981091 **Primary SEDOL:** 2046176 **Proxy Level:** 3

Shares Voted: 1,685 **Votable Shares:** 1,685 ***Shares on Loan:** 0 **Shares Instructed:** 1,685
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bernard P. Aldrich	Mgmt	Yes	For	For	For	For

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

Apogee Enterprises, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director John T. Manning	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Joseph F. Puishys	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as no significant concerns were found in reviewing the company's executive compensation practices at this time.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	06/09/2015	Auto-Approved	06/09/2015	1,685	1,685
						Total Shares:	**1,685**	**1,685**

Delta Air Lines, Inc.

Meeting Date: 06/25/2015 **Country:** USA **Primary Security ID:** 247361702 **Meeting ID:** 974662
Record Date: 05/01/2015 **Meeting Type:** Annual **Ticker:** DAL

Primary CUSIP: 247361702 **Primary ISIN:** US2473617023 **Primary SEDOL:** B1W9D46 **Proxy Level:** 3

Shares Voted: 1,246 **Votable Shares:** 1,246 ***Shares on Loan:** 0 **Shares Instructed:** 1,246
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Anderson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1b	Elect Director Edward H. Bastian	Mgmt	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 both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1c	Elect Director Francis S. Blake	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						

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

Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Roy J. Bostock	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1e	Elect Director John S. Brinzo	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1f	Elect Director Daniel A. Carp	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1g	Elect Director David G. DeWalt	Mgmt	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 both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1h	Elect Director Thomas E. Donilon	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1i	Elect Director William H. Easter, 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 both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1j	Elect Director Mickey P. Foret	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1k	Elect Director Shirley C. Franklin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse..						
1l	Elect Director David R. Goode	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1m	Elect Director George N. Mattson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1n	Elect Director Douglas R. Ralph	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1o	Elect Director Sergio A.L. Rial	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
1p	Elect Director Kenneth B. Woodrow	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 20 percent of the board is diverse.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance appear reasonably aligned at this time.						

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
4	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 guidelines recommended by the proponent may better address concerns regarding the link between the interests of executives and long-term shareholder value.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 020407420507	020407420507	Confirmed	Auto-Instructed	06/11/2015	Auto-Approved	06/11/2015	1,246	1,246
						Total Shares:	**1,246**	**1,246**

Verint Systems Inc.

Meeting Date: 06/25/2015 **Country:** USA **Primary Security ID:** 92343X100 **Meeting ID:** 977574
Record Date: 05/01/2015 **Meeting Type:** Annual **Ticker:** VRNT

Primary CUSIP: 92343X100 **Primary ISIN:** US92343X1000 **Primary SEDOL:** 2849193 **Proxy Level:** 3

Shares Voted: 1,015 **Votable Shares:** 1,015 ***Shares on Loan:** 0 **Shares Instructed:** 1,015
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dan Bodner	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.2	Elect Director Victor DeMarines	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.3	Elect Director John Egan	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent 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 Larry Myers	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						

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

Verint Systems Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Richard Nottenburg	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.6	Elect Director Howard Safir	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
1.7	Elect Director Earl Shanks	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one woman director after the election.The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card 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: While the size of the equity grants to the CEO is a cause for concern, it is mitigated by the company's robust stock ownership guidelines and that a significant part of the equity grants are performance-based with defined metrics and goals. As such, a cautionary vote FOR this proposal is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	06/12/2015	Auto-Approved	06/12/2015	1,015	1,015
						Total Shares:	**1,015**	**1,015**

Zafgen, Inc.

Meeting Date: 06/25/2015 **Country:** USA **Primary Security ID:** 98885E103 **Meeting ID:** 974248
Record Date: 04/27/2015 **Meeting Type:** Annual **Ticker:** ZFGN

Primary CUSIP: 98885E103 **Primary ISIN:** US98885E1038 **Primary SEDOL:** BN898D8 **Proxy Level:** 3

Shares Voted: 1,647 **Votable Shares:** 1,647 ***Shares on Loan:** 0 **Shares Instructed:** 1,647
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce Booth	Mgmt	Yes	For	Against	Against	Against

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

Zafgen, 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 after the election.Less than 20 percent of the board is diverse.A vote AGAINST director nominees Bruce Booth and Avi Goldberg are warranted for adopting supermajority vote requirements to amend the company's governing documents without submitting this provision to a vote of post-IPO shareholders.						
1.2	Elect Director Avi Goldberg	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director after the election.Less than 20 percent of the board is diverse.A vote AGAINST director nominees Bruce Booth and Avi Goldberg are warranted for adopting supermajority vote requirements to amend the company's governing documents without submitting this provision to a vote of post-IPO shareholders.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Score Card (EPSC), a vote AGAINST this proposal is warranted, due to the following key factors: The plan cost is excessive;* The plan provides for liberal share recycling of all awards; and* The plan allows broad discretion to accelerate vesting.*						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	06/12/2015	Auto-Approved	06/12/2015	1,647	1,647
						Total Shares:	**1,647**	**1,647**

G-III Apparel Group, Ltd.

Meeting Date: 06/30/2015 **Country:** USA **Primary Security ID:** 36237H101 **Meeting ID:** 977023
Record Date: 05/26/2015 **Meeting Type:** Annual **Ticker:** GIII

Primary CUSIP: 36237H101 **Primary ISIN:** US36237H1014 **Primary SEDOL:** 2369721 **Proxy Level:** 3

Shares Voted: 1,580 **Votable Shares:** 1,580 ***Shares on Loan:** 0 **Shares Instructed:** 1,580
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Morris Goldfarb	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.2	Elect Director Sammy Aaron	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.3	Elect Director Thomas J. Brosig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						

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

G-III Apparel Group, Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Alan Feller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.5	Elect Director Jeffrey Goldfarb	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.6	Elect Director Jeanette Nostra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.7	Elect Director Laura Pomerantz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.8	Elect Director Allen Sirkin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.9	Elect Director Willem van Bokhorst	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.10	Elect Director Cheryl L. Vitali	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
1.11	Elect Director Richard White	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 20 percent diversity.						
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), a vote FOR this proposal is warranted.						
3	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed increase is reasonable (40,000,000 shares is below to the allowable threshold of 80,000,000 shares) and there are no substantial concerns about the company's past use of shares.						
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. The enhancements to the company's annual incentive program represent some level of improvement in terms of rigor; however the potential for outsized payouts remains a significant concern. Also, concerns continue to be raised regarding the vesting of performance shares, which allow for retesting. While concerns are substantially mitigated at this time given that CEO's pay outcomes for the year in review are commensurate with the company's strong financial performance and aligned on both a relative and absolute basis, close monitoring is warranted as the potential for outsized payouts remains a salient concern.						
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

Ballot Details

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

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

Vote Summary Report

Reporting Period: 07/01/2014 to 06/30/2015
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

G-III Apparel Group, Ltd.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Kennedy Capital Management, 020407420412	020407420412	Confirmed	Auto-Instructed	06/08/2015	Auto-Approved	06/08/2015	1,580	1,580
						Total Shares:	**1,580**	**1,580**

PARAMETERS

Location(s): Unitarian Universalist Association
Account Group(s): All Account Groups
Institution Account(s): All Institution Accounts
Custodian Account(s): All Custodian Accounts
Additional Policy: None
ADR Meetings: All Meetings
Ballot Statuses: All Statuses
Contrary Votes: All Votes
Date Format: MM/DD/YYYY
Header Display: Repeat Headers for Any Meeting Split by Multiple Pages
Markets: All Markets
Meeting ID's: All Meeting ID's
Meeting Types: All Meeting Types
PoA Markets: All Markets
Proposal Proponents: All Proponents
Rationale: All Rationale
Recommendations: All Recommendations
Record Date Markets: All Markets
Shareblocking Markets: All Markets
Sort Order: Meeting Date, Company Name
Vote Instructions: All Instructions
Voting Policies: All Policies
Zero (0) Share Ballots: Exclude 0 Share Ballots
Account Watchlist: None
Country Watchlist: None
Issuer Watchlist: None
Proposal Code Watchlist: None
Proposal Code Watchlist - Agenda Output: Include Exact Matches Only

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